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SINCE 1863

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Washington, D. C., Saturday, Jan. 24, 1931

ONE YEAR, SERVICE MEMBERS \$4.00
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Percentage Increase

SOME legislative relief for members of the Naval Academy classes of 1911-12 and 13, the major portion of whom are faced with enforced retirement during the next three years, appears likely as a result of an agreement reached by Representative Britten and Representative French this week.

Although the Britten bill which would correct most of the promotion problems of the Navy, has passed the Senate and is before the House, the chances of securing a vote on it this session are considered about nil, due to the opposition of Representative French, and other members of the Joint Pay Committee who are against "any piecemeal personnel legislation" and desire to see the promotion problems of all six commissioned services settled at once.

Representative French's attitude in the matter has been clearly shown in the past, and is stated in report of the Joint Pay Committee, printed elsewhere in this issue, in which he joins with the other members of the committee in asking for creation of a permanent congressional committee to consider matters of pay and promotion for the six services.

With no likelihood of anything resulting from this proposal for a year or so, Representative Britten this week lifted one of the provisions of the Navy line personnel bill and introduced it as a separate measure.

This would provide for the promotion of 55 lieutenant commanders during the next three years, by increasing the proportion of commanders from 7 per cent to 8 per cent, and as the increase is spread over three years, will allow 55 lieutenant commanders of the classes of 1911-12 and 13 who would

(Please turn to Next Page)

To the Services

THE President of the United States has appealed to the nation to contribute \$10,000,000 for the American Red Cross to use for the feeding and clothing of half a million destitute farmers in the territory stricken by the drought.

Gen. John J. Pershing is vice chairman of a special committee aiding in the collection of this sum.

Because Americans must not be allowed to go hungry or naked, because the Red Cross promotes the interests of the Army and the Navy in time of war, because it is unthinkable in a country like ours that there should be starvation, the Army and Navy and Marine Corps and their components unquestionably will give "till it hurts" in order to relieve the existing distress. We feel certain they will do so in spite of the niggardly pay they receive.

We urge that all contributions be sent to the American Red Cross, Washington, D. C., to Gen. Pershing, War Dept., Washington, D. C., or to the Army and Navy Journal for delivery to the Red Cross.

Former President Coolidge suggests that if every owner of an automobile would give 40 cents, the fund would be over-subscribed. We suggest that members of the Services figure the amount of gasoline they use in a year, tax themselves 1 cent a gallon, and contribute the amount estimated.

Remember, the money to be used is to be used for the relief of Americans!

The Army and Navy Journal.

Joint Congressional Pay Committee Makes Report

THE Joint Congressional Committee on Service Pay held what will probably be its final meeting Jan. 22 and adopted its report containing recommendations as forecast in previous issues of the *Army and Navy Journal*. The text of the committee's report, presented in both Houses of Congress, Jan. 23, follows (with the omission of the introduction which merely recites the resolution under which the committee was organized):

On Feb. 12, 1930, the heads of the Treasury, War, Navy and Commerce Departments formally were advised of the appointment of the Joint Committee and of its readiness to receive any recommendations they might be prepared to present. Each of the officials responded by inviting attention to the report rendered July 19, 1929, by the so-called Interdepartmental Pay Board.

The Interdepartmental Pay Board was composed of one or more commissioned officers of the Army, Navy, Marine Corps, Coast Guard, Coast and Geodetic Survey, and Public Health Service. Its inception, according to its own report, grew out of a suggestion of the Secretary of the Navy. Quoting from its report: "No specific orders were issued by any one authority to the entire Board, but general instructions were given by each department to its representatives to study the effect upon the several services of the existing laws governing the pay and allowances of the personnel thereof and to recommend such modifications in the laws as might appear necessary to increase the efficiency of those services."

Members of the Joint Committee already had been supplied informally with copies of the report of the Interdepartmental Pay Board; also, with copies of certain studies thereof made by the Bureau of the Budget and the Bureau of Efficiency, and of comments on the latter emanating from the War and Navy Departments, and of the rejoinders thereto by the Bureau of Efficiency. These data were supplemented from time to time by information requested by the Joint Committee.

The estimated immediate annual cost to effect the recommendations of the Interdepartmental Pay Board was a sum in excess of \$90,000,000. Over \$50,000,000 of this amount was incident to recommendations of the Board respecting officer personnel on the active and retired lists.

The Joint Committee practically has confined its study of the report of the Interdepartmental Pay Board to features touching commissioned personnel, not because other phases are less important or meritorious, but because the pay of officers is given precedence in the Board's report. In making this study it was apparent at once that the problem of distribution in grade and promotion is basic to any satisfactory pay scheme, and the Joint Committee found itself without authority to consider this phase of the question under the terms of its appointment. Rather than attempt to deal with the question upon the basis either of partial information or of a report upon a part only of a large subject and thus add still further to the difficulties of piecemeal legislation, the Joint Committee deferred consideration of other phases, all to await disposition at one and the same time with pay following promotion legislation.

Appended hereto is a copy of a letter directed by the Joint Committee to the President of the United States under date of June 30, 1930, from which the following is quoted:

"We find as we study this report and various data that have come to us that the remedy, at least in part, for many of the ills complained of lies not in pay adjustment, but in promotion adjustment. We find that in the Army and Navy the large numbers of emergency officers permanently commissioned following the war are themselves not advancing as rapidly as would be desirable under a well ordered scheme and that they are hindering the orderly advancement of officers subsequently commissioned. Under the longevity arrangement which now obtains some of them receive compensation in excess of that received by officers senior to them by from one to three and, in fact, four grades.

"Obviously, therefore, the remedy in such circumstances certainly, in part, is promotion legislation, but the Interdepartmental Pay Board, designedly or not, proposes the expedient not only of allowing these existing high rates to continue, but actually increasing them, thereby, in order to arrive at a graduated pay table without overlapping, permitting such rates to dictate its whole pay schedule with the result that the Interdepartmental Pay Board's proposal is widely out of harmony with any possible program that it would seem we would be justified in endorsing or that we might reasonably expect to be received favorably.

"A promotion program that would correct the situation with respect to these emergency officers seems of paramount importance and must, in our judgment, precede pay adjustment. * * *. By establishing a uniform pay schedule, parity is not accomplished if one man advances right through the several grades and another, commissioned at the same time and for reasons beyond his control, has his progress constantly impeded so that the age limit overtakes him somewhere along the line. Necessarily, there ensues a difference in career earnings, unless recompense be effected through the medium of longevity increases.

"Such a course ignores the worth of a job and gives extra compensation in the absence of added duties and responsibilities. It is this principle of the present pay law that in large measure is responsible for the high rates recommended by the Interdepartmental Pay Board. It is unsound and tends to discourage those qualities inherent in men who are striving to forge ahead, since it removes or lessens the incentive for advancement in grade if attended by little or no additional compensation.

"In view of the foregoing, it is our firm conviction that adjustment of the inequalities which now obtain with respect to promotion should be the first step in pay adjustment and that pay revision should follow and be predicated upon a promotion scheme as nearly uniform as may be consistent and practicable. Pay relief both as to form and measure very largely depends upon the correction of those promotion problems which contribute to the urge for pay relief."

The foregoing explains the position of the Joint Committee then and now and needs no amplification.

In the same letter to the President the Joint Committee expressed its desire that he appoint another board of officers and charge them with the responsibility of (1) preparing in legislative form promotion legislation that would be as nearly uniform as might be consistent and practicable, and (2) restudying the pay question in the light of such promotion plan and putting the result of such restudy in legislative form.

In consequence of this request another board, denominated the Interdepartmental Pay-Personnel Board, was appointed and its report was presented to the Joint Committee through the Comptroller General of the United States under date of Nov. 15, 1930, having been transmitted through such official at the request of the Joint Committee.

The Comptroller General, in transmitting the report, presented a statement

(Please turn to Page 483)

Comptroller General
Hits Board's Report

CRITICISM of the Inter-departmental Pay-Personnel Board's proposed pay and promotion bills, undertaken by the Comptroller General at the request of the Joint Pay Committee, was submitted to the committee in a 22-page report, containing numerous suggestions as to modifications of the bills.

In his report, Comptroller McCarl declared that due to the limited time given him to review the bills drafted by the Board, he is continuing the study of them and will submit supplemental reports if necessary. Extracts from his criticism follow:

Cuts Length of Career

"Section 6 proposes the discontinuance of the limited retired list.

"The proposed promotion legislation apparently is designed to effect substantially a complete turnover of commissioned personnel within each 23-year period of its operation. * * * the average length of service of an officer of the Army would be slightly less than 23 years."

Navy Promotion

"Section 19 * * * proposes to authorize retirements at 64 years of age of captains of staff corps who have been selected and are on the promotion list for the grade of rear admiral with the rank of their running mates in the line and with three-fourths of the equivalent pay of that rank. Normally, the line running mate of a captain of the staff corps will have reached the grade of rear admiral. Section 13 proposes to repeal the limit in the number of captains of the staff corps who may be selected for promotion to rear admiral * * * and seems to authorize the selection of an unlimited number of captains of the staff corps for promotion to the grade of rear admiral."

Marine Corps Promotion

"* * * the effect of section 32 apparently will be to cause the ultimate elimination by retirement in the grade and with the retired pay of brigadier general of those colonels who now seem to be regarded as in excess of organization requirements."

"Section 53 provides for district commanders (Coast Guard) now in a grade corresponding to that of captain in the Army, whose average total pay and allowances under existing law is said to be \$4,278 per annum * * * would be advanced to a grade * * * corresponding to that of colonel in the Army with pay at \$10,000 and \$10,500, solely by reason of having completed 20 years' and 28 years' commissioned service, respectively."

Determines Own Successor

"Section 58 establishes the grade of rear admiral in the Coast and Geodetic Service.

(Please turn to Next Page)

Text of Reports

IN this issue of 32 pages will be found:

The text of the report of the Joint Congressional Pay Committee, on this page.

The text of the report of the Inter-departmental Pay-Personnel Board, beginning on page 491. The various appendices of the report appear on the following pages:

| | Page |
|-------------------------------------------------------|------|
| Army | 497 |
| Navy | 504 |
| Marine Corps | 506 |
| Coast Guard | 507 |
| Coast and Geodetic Survey | 507 |
| Public Health Service | 509 |
| Promotion Bill | 510 |
| Estimates | 511 |
| You cannot get the text of this report anywhere else. | |

Service Sports Summary

San Pedro, Calif.—The USS Mississippi's baseball squad is beginning to limber up. Prospects seem excellent, with Ens. Miller directing, and Ens. Bauer, Spangler and Dutka for mound duty; Shroyer, Rodriguez, Monohan and Kruger in the infield; Tremblay behind the plate, and Voyle, Anselmo, Raymond, Mocker, Linebaugh and Gorman to patrol the pastures.

The champions of the Battle Fleet in boxing and wrestling who won their laurels in the finals held at San Diego, will be trained aboard the USS California, for the All-Navy finals to be held in Panama, when the Battle Fleet goes South.

In the Battleship Divisions Golf Championship for 1930-31, the California walked away with more than her due share of honors. Comdr. C. A. Jones of the staff won the third flight; Comdr. E. A. Lofquist won the fourth flight, and Lt. Solomon was runner up in the third flight, all three winning prizes.

The California baseball team will meet the Langley nine in a series of games Jan. 31, at San Diego, and Feb. 2 and 3 at San Pedro, to determine which team is to represent the Battle Fleet in the U. S. Fleet finals.

The Tennessee has been declared winner in Group One and the West Virginia in Group Two of the group schedule of basketball games in the Battle Fleet.

Newport, R. I.—The Training Station five lost a tough one to the Coast Guard courtiers at New London, being edged out by a single point, the final score, 28-27.

Staging a brilliant comeback in the final half, the Station five plucked a victory out of the fire by overcoming the lead of the St. Stephen's College loopers, the final score being 42-41. Score at half time was 23-18 in favor of the collegians.

Ft. Moultrie, S. C.—Recent volley ball results for the week ending Jan. 17, show that Hdqrs. overcame the Service Co. team in two games, 17-12 and 17-11. In basketball, Service Co. defeated Co. F, 21-16, Co. H triumphed over Hdqrs., 48-29. Co. G took Service Co. for a ride, 23-13; Co. G took an incredibly low-score game from Co. F, 2-0, and Co. E scored over Service Co. 22-13.

Ft. Sheridan, Ill.—The annual Sixth Corps Area Indoor Athletic Meet will be held here March 23 to 28; boxing and basketball will be the sports in which competition will be held.

Ft. Warren, Wyo.—A polo pony match, held after the polo pony show, was a round robin affair, with three teams competing: 4th Brigade, Post Staff, and 76th FA. The scoring was close, but the 4th Brigade team composed of Capt. G. K. Crockett, Lt. Kutz, and Lt. C. R. Farmer won the honors in this event.

Ft. Benning, Ga.—The highest honors for bowling for the past week go to Mrs. Privett, wife of Lt. Privett, 29th Inf. Mrs. Privett established a new ladies' high mark of 212. She is the first lady bowler to exceed the mark of 200 on the Ft. Benning alleys. Mrs. Whitelaw also bowled an excellent score of 193 during the week.

The final bouts of the Ft. Benning Amateur Boxing Tournament were held at the garrison gymnasium on Jan. 13, with the 2nd Bn. team of the 29th Inf. taking first place, with four champions out of the nine classes. The 1st Bn. team of the 29th Inf. took second place with two title holders. The Medical Detachment, 83rd FA Bty., and the 2nd Bn. of the 1st Tank Reg., were tied for third place with each team placing one champion. The

Comptroller's Criticism

(Continued from First Page)
Survey *** Section 60, as drawn, referring to 'officers' with the rank of rear admiral authorized in Section 58 is ambiguous, it being understood Section 58 authorizes but ONE officer in the rank of rear admiral. The net effect *** is to enable this one rear admiral acting alone, as a member of the selection board, to determine his own successor in the grade of rear admiral.

"The entire bill proposes to accelerate the retirement of personnel in the six services to create vacancies for the appointment of persons in the lower grades, gives very substantial retired pay, which under the proposed pay bill is inclusive of all allowances now excluded from retired pay, and such accelerated retirement is proposed not because the officer is of no further use to the Government, but that the particular service may be more attractive to the appointees. And this provision of the proposed Section 76 is intended to authorize the employment of officers so separated at early ages at high rates of retired pay, rates in many cases equal to the pay that is paid in civil positions that will be open to them, and proposes to authorize their appointment or employment under the same Government in competition with persons who compose that large body of civil employees of the Government who have not status entitling them to retired pay from the Government. Just why the personnel of these six services, two of them entirely civil, should be so set apart for such extremely preferred treatment over all other citizens is not apparent."

Limit Flying Pay

"Section 7—The only effect of lines 5 to 11 is to deny increased pay for flying and submarine duty in case of war. *** Lines 11 to 16, fix flying and submarine pay for commissioned and warrant officers at a flat rate of \$125 per month for flying duty and \$62.50 per month for duty on submarines."

"Lines 13 to 17, propose to authorize for officers of the Coast and Geodetic Survey medical service to be rendered by the Public Health Service."

Navy Confirmations

THE Senate on Jan. 22, confirmed the following promotions of personnel in the Navy:

G. L. Weyler to be commander.

W. H. Hartt, jr., to be lieutenant commander.

J. L. Cotten to be lieutenant commander.

C. C. Miller to be lieutenant commander.

R. W. Ruble to be lieutenant.

C. F. Coe to be lieutenant.

A. P. Storrs, 3d, to be lieutenant.

C. J. Zondor to be lieutenant (jg).

F. C. Marggraff, jr., to be lieutenant (jg).

Milton A. Nation to be lieutenant (jg).

M. L. Smith to be lieutenant (jg).

J. J. McKinstry to be assistant paymaster.

H. P. Richards to be assistant paymaster.

T. S. Dukeshire to be assistant paymaster.

C. Allen to be chief boatswain.

J. L. Hunter to be chief boatswain.

W. F. Lewis to be chief boatswain.

C. L. Foushee to be chief boatswain.

J. F. King to be chief boatswain.

winners in the garrison tournament will represent the Infantry School on the Ft. Benning Amateur Boxing Team in the Southeastern Amateur Boxing Tournament to be held in Atlanta, Ga., in March.

Congressional Notes

The House this week passed a bill authorizing the United States Army band to attend and give concerts at the Forty-first Annual Confederate Veterans' Reunion to be held at Montgomery, Ala., June 1-5 next. An authorization for the appropriation of \$7,500 to pay the expenses of the band was granted. The original bill contemplated the payment of \$5.00 per day for each member of the band for actual living expenses, but this was stricken out and all expenses will be paid out of the lump appropriation authorized. The House Naval Committee has reported favorably a bill authorizing the Marine Band to attend the Spanish-American War Convention at New Orleans.

The House of Representatives under objection refused to consider a bill for the policing of military roads leading out of the District of Columbia by the police attached to the office of Col. U. S. Grant, Director of Public Buildings and Parks.

Rosenberg Library, in the city of Galveston, will receive the silver service of the USS Galveston under a bill passed by the House. The Senate Naval Committee reported a bill to deliver to the Princeton Club, of Philadelphia, the bowl and ladle of the USS Princeton. The Senate and House Naval Committees have reported favorably bills for the delivery of the silver service of the USS Utah to the Utah State Capitol Museum of Salt Lake City.

Senator Swanson has introduced an amendment to the War Department appropriation bill appropriating \$30,000 to pay the expenses of Army participation in the Yorktown Sesquicentennial Celebration.

Appoint Gen. Williams

THE PRESIDENT, upon recommendation of the Secretary of War, has forwarded to the Senate the following nomination: Col. Alexander E. Williams, QMC, to be Assistant to the Quartermaster General with rank of brigadier general, for a period of four years from date of acceptance, with rank from January 24, 1931, vice Brig. Gen. Francis H. Hope, Assistant to the Quartermaster General, whose term of office expires Jan. 23.

Brig. Gen. Alexander E. Williams was born at Linden, N. C., Mar. 12, 1875, and appointed to the U. S. Military Academy from that state in 1884. On receiving his commission after graduation, he joined his regiment at Tampa, Fla., later sailing for Cuba, where he saw active service in the campaign against Santiago.

He saw service in the Philippines, in China, in Mexico, and in the World War, in France. On Jan. 26, 1917, he was promoted to major of infantry, having reached the grade of captain by steady promotions. In 1918 Gen. Williams became depot quartermaster at St. Nazaire, receiving temporary commission as colonel of infantry, and in Jan. 1919, he became chief quartermaster, Third U. S. Army, Coblenz, Germany.

On June 30, 1920, he reverted to his former rank as major, and on July 1, he was promoted to colonel, USA. A month later he was transferred to the Quartermaster Dept. He has had varied service since then with the Field Artillery, Organized Reserves and Quartermaster Dept. Gen. Williams has received the Silver Star Citation for gallantry in action against the Spanish, the Distinguished Service Medal and foreign decorations.

BEG YOUR PARDON

An error in our column of births in our issue of Jan. 17 was responsible for the statement that twins were born to Comdr. and Mrs. E. L. Gunther, USN. As a matter of fact there was no such event. The *Army and Navy Journal* regrets that it was misled into publishing this false information and hastens to apologize to Comdr. and Mrs. Gunther.

CZ HORSE SHOW

The third annual horse and transportation show for the Canal Zone Department, scheduled for Jan. 16, at Balboa Stadium, includes exhibition of transportation, and riding and jumping classes.

Class 1, is for Officers' Chargers; Class 2, for Ladies' Jumping; Class 3, Officers' Mounts; Class 4, Ladies' Saddle Class; Class 5, Enlisted Men's Mounts; Class 6, Enlisted Men's Jumping, and Class 7, Riding Mules.

Prizes are to be awarded to winners and placers in each event.

Increase Commanders

(Continued from First Page)
otherwise to be retired, to be promoted.

Realizing from past experience that the opposition of Representative French, especially in the closing days of the session, would be apt to prove fatal to enactment of a provision of this kind, Mr. Britten conferred with the Navy appropriations chairman and secured his promise to aid.

Mr. French, in a letter to Representative Britten, declared that though opposed to the enactment of piecemeal legislation in general, he would not only not attempt to block the measure suggested, but would cooperate with him to secure its adoption.

This agreement, despite unfavorable legislative conditions in the House, is believed to mighty nearly assure favorable action by that body. In the Senate, the fate of a bill to increase the number of commanders is more problematical. It could be passed, if brought up at a favorable time, for, as a provision of the Britton bill, it has already been approved by the Senate. If a vote is asked late in the session, however, or at the inopportune moment, its fate would be uncertain.

Representative Britten, however, intends to waste no time with the bill on his side of the Congress, for he stated yesterday that he would have his committee consider it early next week.

Another provision of the Britton bill, less favorable in its result to the members of the Naval Academy classes of 1911-12 and 13, was considered by the House Naval Committee and reported to the House. This was a bill extending the temporary service-in-grade law for another two years. Failing congressional action upon this measure, the age-in-grade retirement law will come into effect again March 5, 1931.

At the same meeting, Jan. 19, the committee considered H. R. 14991, which would allow the commissioning of the entire 1931 Naval Academy class without reference to the limitation of the total number of officers set by the current appropriation act. It would also allow non-Naval Academy graduate commissioned officers, to retire at their own request. Lacking a report from the Navy Department and from the Bureau of the Budget on the bill, the committee withheld final action, but voted to report it upon receipt of a favorable report from the Budget.

CLARIFY BATTLESHIP DUTY
TO "DISPEL an erroneous impression that battleship duty is of paramount importance in determining a naval officer's fitness for promotion," the Secretary of the Navy has issued a letter giving to the Service the Navy Department's policy in the matter.

In the letter, the importance of service in command duties is stressed. Opportunities for command duties for junior officers necessarily are in submarines and destroyers and service of this kind is deemed more important than subordinate duty upon capital ships.

The letter from the Secretary, addressed to the Bureau of Navigation, is as follows:

Thea Secretary has noted that there is a general feeling in the Service that battleship duty is of paramount importance in determining an officer's fitness for promotion.

In order to dispel this erroneous impression, please publish the following to the Service:

Through force of circumstances, rather than through fault of their own, a considerable number of officers are found with battleship duty largely absent from their records, but in place thereof, in the majority of such cases, duty in submarines or destroyers. This is caused by the limited number of battleship billets available, the lack of vacancies in battleship billets at the time individual officers are ordered to sea, the necessity of retaining a regular rotation between sea and shore duty, and the necessity of ordering to submarines officers who are qualified submarine officers.

This duty in the smaller vessels has been the natural result of the largely (Please turn to page 490)

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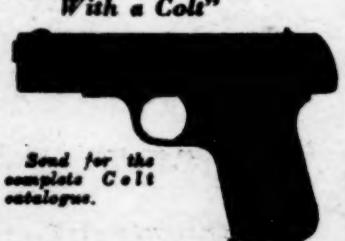
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Joint Committee's Report

(Continued from First Page)
prepared in his office touching the proposed legislation recommended in such report.The Joint Committee referred the report of the Interdepartmental Pay-Per-
eral departments affected by the proposed legislation for their comment and
recommendation, and their responses appear as exhibit "F".The Joint Committee is without jurisdiction, and, therefore, offers no com-
mon Board and the report of the Comptroller General to the heads of the sev-
eral departments affected by the proposed legislation. In calling for it the Joint Com-
mittee was actuated by the desire to promote the early adjustment of the pro-
motion question. It seemed then and it would seem now that the proposed pro-
motion legislation might well be the basis of consideration of a joint committee or
a special committee of the Senate and House clothed with jurisdiction. The
report shows the importance of having promotion legislation accompany or pre-
cede pay legislation.The new draft of pay legislation is not widely different from the draft sub-
mitted by the first Interdepartmental Board. It is subject to the same criticisms as
cited above in excerpts from the letter of the Joint Committee to the President. The
immediate annual cost to make it completely effective is estimated to be in
excess of \$81,000,000. Our Committee expresses no opinion at this time concerning
the rates of pay suggested.Taking the position that uniform promotion legislation necessarily must pre-
cede uniform pay legislation, the Joint Committee presents the accompanying data
with the following recommendations:1. That a joint committee, to be composed of Senators and Representatives
elected to the Seventy-second Congress, be appointed to make an investigation and
report as soon as practicable recommendations by bill or otherwise to their res-
pective Houses relative to distribution in grade and promotion of commissioned
personnel of the services encompassed by Public Resolution numbered 36, supra.,
and to continue with an investigation of the readjustment of the pay and allow-
ances of the commissioned and enlisted personnel of the same several services and
report recommendations by bill or otherwise to their respective Houses in con-
sequence thereof at as early a date as may be practicable.2. That the rules of the Senate and House of Representatives be amended to
provide for a standing committee in each body which shall have exclusive juris-
diction of all legislation affecting the pay and allowances and the promotion and
kindred matters of all commissioned and enlisted personnel of the several services
encompassed by Public Resolution numbered 36, supra. (Membership on this
Committee to be of ex-officio character without disturbing the rights of mem-
bers to serve or continue to serve on other committees.)The second recommendation has particular reference to a future program. Piecemeal legislation and divided jurisdiction are largely responsible for many of the situations brought to the attention of the Joint Committee as needing ad-
justment. Continued uniformity and equality of treatment, once established, may be continued only through single control.The Joint Committee is presenting identical reports to the Senate and House of
Representatives.

Army Confirmations

THE Senate on Jan. 22 confirmed the following appointments and promo-
tions of personnel of the Army:Appointments
General OfficersB. P. Disque to be brigadier general,
reserve.
H. S. Johnson to be brigadier general,
reserve.

Medical Corps

To be First Lieutenants
H. H. Twitchell Saunders Murray
K. G. Gould W. H. Christian, Jr.
R. L. Daniel O. L. Churney
T. J. Hartford H. C. Chenault
P. H. Martin

Transfer

Lt. Col. Sherman Miles to FA.
PromotionsR. W. Walker to be colonel, Cav.
C. C. Jones to be colonel, QMC.
W. D. Geary to be lieutenant colonel,
FA.E. P. Pierson to be lieutenant colonel,
Cav.R. G. Forsythe to be major, SC.
O. E. Paxton to be major, Inf.G. W. Polk, Jr., to be captain, AC.
F. H. Jack, Jr., to be captain, Inf.

D. M. Myers to be captain, AC.

A. W. Marriner to be captain, AC.

G. H. Gale to be captain, AC.

M. C. Noble to be first lieutenant, Inf.

G. H. McManus, Jr., to be first lieu-
tenant, FA.L. F. Kengla, Jr., to be first lieu-
tenant, Inf.R. M. Burns to be first lieutenant,
SC.

J. A. Hall to be first lieutenant, Inf.

D. J. Bailey to be first lieutenant,
CAC.

C. C. Olson to be major, DC.

ARMY AND NAVY JOURNAL

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Articles submitted by our readers should be accompanied by return postage if return is desired in the event of unavailability for publication.
"Established in obedience to an insistent demand for an official organ for members of the American Defense and those concerned with it, The Army and Navy Journal will be published in the interest of no party; it will be controlled by no clique. Its independence will be absolute. Its interests will be directed solely to the inculcation of sound military ideas and to the elevation of the public service in all its departments."—From Vol. I, No. 1, of The Army and Navy Journal, published August 29, 1863.

SATURDAY, JAN. 24, 1931

"We wish our armed forces to be officered by men of education, ability and character, but how can we expect to retain such men unless we adjust the present antiquated pay schedule?"—THE WATERTOWN, N. Y., TIMES.

SUPPLEMENTING THE TEXT of the pay and promotion bills for the Army, the Navy and the Marine Corps, which we published in our issue of Jan. 3, we print this week the full report of the Interdepartmental Board. It is a document which deserves the careful consideration not only of the President and the Congress, but of the press and the public generally. With forceful arguments, based upon solid facts, the Board has presented the reasons why an increase of pay should be granted at once. The report reveals that the President, in compliance with the request of the Congressional Pay Committee, directed the Federal Departments concerned to make the investigation into pay and promotion. Further, it seems the Congressional Committee was aware that there must be pay relief, for it stated, in its letter to the President, that the cost involved "must *** and will largely govern the form and measure of relief." In other words, the Government as a whole realizes that the Services are receiving inadequate pay. Under such circumstances, there ought to be no delay in relieving a condition which is distressing to those burdened by it, and which constitutes a reflection upon an Administration permitting it to continue. We shall hope, in spite of the pessimism which prevails at the Capitol, that Congress will act at this session.

AS EVERYONE ELSE IN the Services and indeed in the country, we continue to be absorbed by the extracts from Gen. Pershing's forthcoming book, which is appearing in the daily press. What the General has revealed as to our unpreparedness is not news to the Army. It knew the situation, and it always has been aware of the monumental difficulties Gen. Pershing faced and mastered in the creation of the organized and disciplined forces which he hurled so victoriously against the experienced troops of Ludendorff. The criticisms of the General Staff of and prior to 1917 constitute at the same time an indictment and an appeal, an indictment for failure to have ready complete plans for prospective organization, equipment and operations, an appeal, indeed an urgent requirement, that such a situation shall never be again. General Staffs of all nations have been subjected to opprobrium during and since the War. In part, the disbelief in them arose from the known lack of preparedness and the mistakes produced by hasty decision. They can regain their old time prestige by the careful planning which Gen. Pershing shows to be imperative.

THREE IS A REVOLT in the House and Senate against the meager shipbuilding program authorized by the House Naval Committee. Whether the revolt will be effective, the future will demonstrate. But that it is consonant with the feeling of the country is clear. The American people were given to understand that the United States, under the London Treaty, was to achieve parity upon the seas. They were told that to attain parity, a heavy expenditure would be required. They were satisfied with the purpose and prepared to stand the cost. Now, it appears, that parity under the program arranged cannot be obtained, because of the controlling factor in the eyes of the Administration and Congress—the state of the Treasury. With a view to giving the impression that a policy of disarmament is in accord with public wishes, a sixth conference on the "cause and cure of war" has been meeting this week in Washington. The conference comprised 600 "delegates from eleven national women's organizations," and they vociferously applauded their chairman, Mrs. Carrie Chapman Catt, when she announced that the chief cause of war is competition in armament building and its only cure parts of peace and disarmament. We wish we could define the cause of war and prescribe its cure so easily. But unfortunately, history speaks of the pressure of population, religion, economics and other things, including desire for conquest, as provoking peoples to battle, and armament as incidental in these movements.

IT SEEMS TO US that the ladies so vigorously fighting war might take home with them this sound conclusion of the able Senator from Pennsylvania, Mr. Reed:

"One has only to go to the Continent of Europe to discover how intense is the envy and the spite against the United States. I should be sorry to see the time come when in reliance of the Kellogg Treaty, or the League of Nations, or the Golden Rule, or anything else, the United States would become impotent to defend her own rights on the sea and on the land."

Mr. Reed is not a militarist; he does not believe in excessive armaments. As a negotiator of the London Treaty, he demonstrated his emphatic opposition to competition in armament, and sought and helped to bring about an arrangement by which such competition should cease. He was and is insistent merely upon the right of the United States to be as strong as any other nation, and he is pressing Congress to authorize construction which will assure that right. It is an attitude which will appeal to the average American, and which will prevent the adoption of the program dear to pacifists whereby the United States would totally disarm, and place itself at the mercy of any nation that wishes to despoil it of its wealth.

EXPRESSING THE SPIRIT of the Services, Secretary Hurley has announced that "all equipment of the War Department" is available for the relief of the unemployed. At nominal prices, Commanding Generals will sell to accredited charitable organizations, salvage clothing, shoes and equipment, and also will loan Army trucks and field kitchens upon the request of a Governor of a State. Thus, again, the Armed forces step forward as a great relief agency. Whether it be a Mississippi flood, a hurricane in the West Indies, a condition of unemployment, it is to the Army, the Navy and the Marine Corps the country turns and from them it receives whole-hearted response. There is a lesson in this for those who would abolish the Army and Navy, or to those who, by meager appropriations, would make them impotent. With the Services well equipped, disaster can be minimized.

Service Humor

Perhaps 6,000 Jolts

Electrician: "Hay, Bill, grab hold of one of those wires down there." Helper: "Alright, I've got it." E.: "Feel anything?" H.: "No." E.: "Good, I wasn't sure which one was which. Don't touch the other one, it's got 6000 volts in it." —Contributed.

A Momentous Question

Willie: "Mother?" Mother: "Well?" Willie: "Were men scarce when you married papa, or did you just feel sorry for him?"—Ft. Snelling Bulletin.

No Excuse

Yearling (on Christmas leave): "But your honor, I'm a cadet." Judge: "Ignorance, my boy, doesn't excuse anyone."—Pointer.

Repenting In Leisure

Mrs. Capt. Eckes: "If a man steals, no matter what, he will live to regret it."

Capt. Eckes: "You are quite right, my dear, I used to steal kisses from you!"—Contributed.

Very Obliging

Army Wife: "You will have a very easy time here, you see, we have no children."

Lily: "Don't restric' yo'se'f on mah account, Ah's very fond of chilun." —Contributed.

Very Inconsiderate

Colored Private (relating war experience): "I went up to the saloon, and put mah hand on the do—"

Audience (breathlessly): "Yes, yes, go on."

C. P.: "When, Bam, along comes a shell and takes that saloon right out of my hand!"—Contributed.

HE KNEW

Wife: "Quick, get up John, there's a burglar after the silver, and another one eating my pies. Call for help."

Looey: "Help, police, doctor!" —Contributed.

RATHER SUDDENLY, TOO

"Why did you leave your last place?" "I didn't leave it, it left me."

"Rather strange, I should say."

"Not at all, I worked in an ammunition factory."

—Pathfinder.

THAT'S TELLING HIM, NORA

Mrs. Capt. Bluff (to maid): "Nora, was the butcher impudent again when you telephoned your order this morn ing?"

Nora: "Sure, an' he was, but I fixed him this time. Oi sez, 'Who the hell do ye think ye're talkin' to? This is Mrs. Bluff talking.'"

—Ft. Snelling Bulletin.

LOGICAL QUESTION

Col.: "Are there any questions you gentlemen would care to ask?"

Cadet: "Yes, sir, how do you calculate the horse power of a donkey engine?"

—Contributed.

ASK THE JOURNAL

SEND your queries to the ARMY AND NAVY JOURNAL QUESTION EDITOR and an answer will be given as soon as possible after receipt either in this column or by mail. Questions relative to living conditions at Army posts or Navy shore stations will be answered in detail by letter.

P. L. L.—According to information received from the office of the Chief of Ordnance, you are among the first ten to be promoted to the grade of Staff Sergeant, Ordnance Department.

R. W.—According to information received from the office of the Surgeon General, there have been 31 made staff sergeant on the present eligible list of the Medical Department, and you are number 16 on that list.

E. E. G.—Appointment to the rank of Warrant Officer, USA, suspended by law for some years, will be resumed during the Summer of 1933, it is estimated at the present time. As provided by Congress, appointments as Warrant Officers, exclusive of the Mine Planter Service and of Band Leaders, were discontinued until the number had dropped to 600. When this figure is reached it will be considered the authorized strength of the rank and appointments will be made as vacancies come about. There are at present 767 warrant officers in grade, exclusive of the Mine Planter Service, and as the normal rate of attrition is about 60 per year, the excess of 167 should be removed in less than three years.

J. B.—Inasmuch as the law governing claims for transportation upon discharge from the Army is very complicated, we suggest that if you wish your claim officially decided, you write to the General Accounting Office, Washington, D. C., and make claim for same. Generally, however, a man mustered out of the Army is entitled to transportation back to the place of enlistment.

IN THE JOURNAL

60 YEARS AGO

Faidherbe, Bourbaki, Chanzy, and Trochu have all suffered disaster during the week (Franco-German War).

Sixteen maps illustrating the operations of the armies of the Potomac and the James in the years 1864-'65, have just been published by the Engineer Department.

Though not especially provided for in the Constitution, the system of cutting down the appropriations asked for by the Secretaries of the Departments seems to have almost a constitutional sacredness to the House Committees.

The House Military Committee proposes to remove the stigma of deserters and the deprivation of pay and bounty from those men who left the Army when the war was over without waiting for a regular discharge.

The U. S. Steamer Nipsic, of the Darien expedition, which left Washington Dec. 17 (1870), arrived at Mimitlan, Isthmus of Tehuantepec, Jan. 6 (1871). After landing several civil engineers to search for a practicable canal route, the steamer put back for Key West.

William, King of Prussia, was proclaimed Emperor of Germany, Jan. 19 (1871).

Navy Dept.
Marine CorpsCoast Guard
Naval Reserves

OFFICIAL ORDERS

War Dept.
Corps AreasNational Guard
Officers' Reserve Corps

ARMY ORDERS

GENERAL OFFICERS

Brig. Gen. J. K. Parsons det. member court of inquiry to meet hd. 9th CA (SO 213, par. 16) vice Col. E. P. O'Hern, OD, relieved (Jan. 16).

GENERAL STAFF CORPS

GEN. DOUGLAS MACARTHUR, C OF S. Lt. Col. A. R. Chaffee (Cav.) relieved GSC detail and from WDGS, effective June 19, 1931, assigned to 9th Cav., Ft. Riley, Kan. (Jan. 16).

JUDGE ADVOCATE GENERAL'S DEPT.

MAJ. GEN. E. A. KREGER, THE JAG Capt. B. H. Hinman detailed recorder court of inquiry (par. 2, SO 268) to meet hd. 1st CA, vice Maj. F. P. Gallagher, CAC, relieved. (Jan. 16.)

QUARTERMASTER CORPS

MAJ. GEN. J. L. DEWITT, THE QMG Col. W. H. Noble relieved duty as constructing QM, New York City, Ft. Wadsworth, Ft. Slocum, Ft. Jay, N. Y., and Raritan Arsenal, N. J., effective March 6, 1931; proceed to Brooklyn, N. Y., report with 4th Motor Repair Bn. (Jan. 16.)

Capt. L. A. Bowland and Franz J. Jonitz relieved duty with 1st Motor Repair Bn., Holabird qm. depot, will report to comdg. offr. Holabird qm. depot for duty as qm. supply offr. and gen. supt. Army Transport Service. (Jan. 20.)

Col. A. B. Warfield relieved duties as qm. supply offr. and gen. supt., Army Transport Service, N. Y. Gen. Depot, will proceed to NYC about April 3, 1931, and sail for Hawaiian Dept., for duty with QMC. (Jan. 20.)

Capt. J. L. Brooks and Romeo H. Freer relieved duty with 1st Motor Repair Bn., Holabird qm. depot, will report to comdg. offr. Holabird qm. depot for duty as his asst. (Jan. 16.)

Capt. N. B. Simms, Ft. Ontario, N. Y., will proceed to Walter Reed Gen. Hosp. for obs. and treatment. (Jan. 17.)

Capt. J. J. Firestone relieved duty Hawaiian Dept., and detailed with Org. Res. 3rd CA. (Jan. 17.)

1st Lt. R. C. Amlong, Holabird qm. depot, detailed effective May 9, 1931, to duty with Org. Res., 3rd CA, and assigned to tank units 3rd CA. (Jan. 19.)

1st Lt. J. B. Edmunds relieved duty with 1st Motor Repair Bn., Holabird qm. depot, will report to comdg. offr. Holabird for duty with 4th Motor Repair Bn. (Jan. 1.)

MEDICAL DEPARTMENT

MAJ. GEN. M. W. IRELAND, SG

Medical Corps

Maj. H. W. Kinderman detailed to board to meet Walter Reed Gen. Hosp. for examination of applicants for commission in Med. Dept., vice Maj. W. S. Culpepper, relieved. (Jan. 20.) Also detailed as med. examiner and witness before Army retiring board (par. 2, SO 127), vice Maj. W. S. Culpepper, relieved. (Jan. 20.)

Maj. A. J. Canning det. member medical promotion examining board to meet Walter Reed Gen. Hosp., vice Maj. W. S. Culpepper, relieved. (Jan. 20.)

Maj. H. S. Villars relieved duty Letterman Gen. Hosp., will sail from San Francisco about May 26, 1931, for Canal Zone, to report to governor. (Jan. 19.)

Maj. L. E. Dashiell relieved duty with Governor, Panama Canal, and assigned to Letterman Gen. Hosp. (Jan. 19.)

Maj. H. S. Villars is excepted from requirement of duty with troops. (Jan. 19.)

Majs. R. H. Duenier and M. R. Johnston excepted from requirements of duty with troops effective May 20, 1931. (Jan. 17.)

Dental Corps

Maj. S. J. Rohde relieved from addt. duty Gen. Dispensary, Baltimore. (Jan. 19.)

Following officers relieved duty Army Dental School, Wash., D. C., and temp. duty Medical Field Service School, Carlisle Bks., Pa., will sail about June 23, 1931, from NYC for San Francisco and then proceed to station specified after name: Maj. L. C. Ogg, Ft. Lewis, Wash., and Maj. W. B. Caldwell, Ft. Bliss, Tex. (Jan. 17.)

Following relieved duty Army Med. School, Wash., D. C., and temp. duty Medical Field Service School, Carlisle Bks., Pa., effective completion course of instruction will proceed to Brooklyn, N. Y., for duty New York Gen. Depot: Maj. A. L. Alexander, Maj. S. J. Rohde, 1st Lt. S. R. Haven and 1st Lt. M. C. Jones. (Jan. 17.)

Maj. W. F. Scheumann relieved duty Army Dental School, Wash., D. C., and temp. duty Medical Field Service School, Carlisle Bks., Pa., effective completion of course of instruction will proceed to Wash., D. C., for duty Walter Reed Gen. Hosp. (Jan. 17.)

Veterinary Corps

Lt. Col. R. J. Foster relieved duty station veterinarian Ft. Omaha, Neb., on or about June 1, 1931, will proceed to Ft. Bliss, Tex. (Jan. 17.)

Medical Administrative Corps

Following enlisted men appointed second lieutenants, MAC, to rank from Jan. 1, 1931, and assigned as indicated:

St. Sgt. L. F. Williams, USMA, West Point, N. Y., to Walter Reed Gen. Hosp.

Sgt. F. R. Day, Ft. Sam Houston, Tex., to Ft. Riley, Kan.

Sgt. W. J. Henry, Walter Reed Gen. Hosp., to Ft. Leavenworth, Kan. (Jan. 19.)

Capt. R. E. Humes, on completion of tour of foreign service, Hawaiian Dept., is assigned to hq. 1st CA, Boston, Mass.,

Status of Promotion in Service

NAVY PROMOTION STATUS

Jan. 23, 1931

Rear Adm. E. B. Fenner, Capt. Thomas Withers, Comdr. C. J. Bright, Lt. Comdr. Jerauld Wright, Lt. L. F. Teuscher, Lt. (jg) E. O. Davis.

Medical Corps

Rear Adm. A. Farenholt, Capt. Frank J. Koltes, Comdr. G. W. Calver, Lt. Comdr. J. B. Logue, Lt. H. O. Cosby, Jr.

Dental Corps

Comdr. E. E. Harris, Lt. Comdr. R. H. Fladeland, Lt. W. H. Burns.

Supply Corps

Rear Adm. T. H. Hicks, Capt. F. E. McMillen, Comdr. F. C. Bowerfield, Lt. Comdr. J. D. Boyle, Lt. E. T. Stewart, Jr., Lt. (jg) Murray W. Clarke.

Chaplain Corps

Capt. E. A. Duff, Comdr. T. L. Kirkpatrick, Lt. Comdr. J. M. Hester, Lt. R. B. Drinan, Lt. (jg) Act. Chap. John W. Turner.

Construction Corps

Rear Adm. G. H. Rock, Capt. L. S. Border, Comdr. F. G. Crisp, Lt. Comdr. T. P. Wynkoop, Lt. E. E. Spring.

Civil Engineer Corps

Rear Adm. F. T. Chambers, Capt. G. D. Thurber, Comdr. G. Church, Lt. Comdr. H. S. Bear, Lt. B. F. Fink.

USMC PROMOTION STATUS

Jan. 23, 1931

Last Commissioned Will make number in grade indicated on next vacancy.

Colonel

R. B. Sullivan N. P. Vulte
Lieutenant Colonel

Major

M. E. Shearer W. D. Smith
Major

Captain

Arthur Kingston J. M. Bain
Captain

First Lieutenant

M. J. Gould R. W. Culpepper
First Lieutenant

D. L. Cloud, Jr.

NATIONAL GUARD

AUSTIN, TEX.

1st Lt. Randolph Robinson from duty with Bty. D, 132 FA, to Field Artillery School, Ft. Sill, Okla., Jan. 25.

The resignation of 1st Lt. Earl M. Ellis, Hq. and Service Co., 11th Engrs., is accepted, Jan. 12.

The resignation of 2nd Lt. Walter E. Jones, Co. A, 11th Engrs., is accepted, Jan. 12.

Capt. C. D. Moore Lamdin, MC, assigned to Med. Dept., 142d Inf. Jan. 10.

Under the provisions of Par. 4, N. G. R. 62, a board of officers is appointed to meet at Dallas for the purpose of investigating the cause and nature of the temporary disability incurred by Pvt. Cecil M. Whitus, Co. H, 144th Inf., during the annual encampment of that organization 1930.

Detail for the board: Capt. Duke M. Davis, 144th Inf., Capt. Clarence B. Sacher, MC, 144th Inf., and 1st Lt. Clifton C. Hulsey, 144th Inf.

and addt. duty Boston qm. depot. (Jan. 16.)

Capt. C. B. Leedom relieved duty 1st CA, Ft. H. G. Wright, N. Y., and will proceed to NYC and sail about May 26, 1931, for Hawaiian Dept. (Jan. 16.)

FINANCE DEPARTMENT

MAJ. GEN. R. L. CARMICHAEL, C OF F

Capt. A. O. Walsh relieved duty as property auditor, Wash., D. C., will report to Chief of Finance for duty in his office. (Jan. 19.)

CORPS OF ENGINEERS

MAJ. GEN. LYTHE BROWN, C OF E
1st Lt. D. A. Morris relieved duty 8th Eng., will sail about May 27, 1931, from San Francisco for Philippine Dept. (Jan. 16.)

Following relieved from assignment indicated after name and will sail about May 5, 1931, from NYC for Canal Zone. (Jan. 16.)

Capt. L. R. E. Guthrie relieved duty 11th CA, Ft. H. G. Wright, N. Y., is detailed member of General Staff with troops and will sail about May 5, 1931, from NYC for Canal Zone. (Jan. 16.)

1st Lt. O. E. Walsh, on completion tour of foreign duty, Philippine Dept., is assigned as asst. to dist. eng., Kansas City, Mo. (Jan. 16.)

2nd Lt. N. A. Matthias relieved duty 13th Eng., will sail about March 18, 1931, from NYC to Hawaiian Dept. (Jan. 20.)

2nd Lt. S. R. Browning, on completion tour of foreign service, Hawaiian Dept., is assigned as asst. to dist. eng., San Francisco, Calif. (Jan. 20.)

SIGNAL CORPS

MAJ. GEN. G. S. GIBBS, CSO

Col. J. B. Allison, Governors Island, N. Y., will proceed to Army and Navy Gen. Hosp., Ark., for obs. and treatment. (Jan. 20.)

CHAPLAINS

COL. J. E. YATES, C OF CH.

A board consisting of following appointed to meet at Wash., D. C., to examine applicants for appointment in Corps of Chaplains: Chap. W. L. Fisher, Chap. R. E. Boyd, Chap. R. C. Deibert, and following as medical examiners: Maj. J. H. Sturgeon, MC, and Maj. J. N. Williams, MC. (Jan. 17.)

CAVALRY

MAJ. GEN. G. V. HENRY, C OF CAV.

Maj. J. M. Tully, on completion of tour of foreign service, Philippine Dept., will report to comdg. general 1st CA for temp.

NAVY ORDERS

Jan. 15, 1931

Capt. John Downes, desp. o/s. Oct. 29 modified. Det. command USS Omaha about March 20; to command USS Detroit. When relieved on or about June 1, 1931, to carry out remainder desp. o/s.

Lt. Comdr. M. J. Foster, relieved from all active duty; to home.

Lt. H. L. Irwin, det. temp. duty Recruiters' School, Nav. Trng. Sta., San Diego, Calif.; to duty as Off. in Chg., Navy Rtg. Sta., St. Louis, Mo.

Lt. (jg) O. W. Pate, Jr., det. VS Sqd. 9S (USS Chester), Flt. Air Base, Hampton Rds., Va., about June 10; to USS Chicago.

Lt. (jg) P. A. Tague, det. VS Sqd. 10S, Flt. Air Base, Hampton Rds., Va., about Jan. 10; to VS Sqd. 9S (USS Chester). Ora. Dec. 23, 1930, revoked.

Lt. (jg) J. M. Worthington, det. Rec. Ship, N. Y.; to Naval Academy.

Comdr. A. B. Hayward (MC), det. Nav. Hosp., San Diego, Calif., about March 9; to USS Oklahoma.

Lt. C. A. Costello (MC), det. USS Procyon; to Nav. Trng. Sta., San Diego, Calif.

Lt. Comdr. L. H. Roddis (MC), det. Bu. M. and S. about Jan. 17; to Nav. Hosp., Wash., D. C.

Lt. (jg) A. C. Hohn (MC), det. USS Henderson; to temp. duty 11th Nav. Dist. pending acceptance of resignation.

Lt. S. W. Salisbury, CHC, det. USS Detroit about March 20; to USS Omaha.

Ch. Pay Clk. J. L. Creekman, det. Navy Yard, Norfolk, Va., about Jan. 1; to Nav. Trng. Sta., Hampton Rds., Va.

Ch. El. A. S. Rollins, det. USS Utah about Jan. 21; to USS Wyoming.

El. H. A. Stafford, det. USS Wyoming; to continue treatment Nav. Hosp., Phila. Pa.

Lt. Peter Hanley, USN, ret., died Nov. 17, 1930, at Albuquerque, N. M.

Jan. 16, 1931

Lt. Comdr. H. E. Fischer, det. USS Florida about Feb. 15; to command USS Tillman.

Lt. Comdr. A. Y. Lanphier, det. command USS Tillman; to Rec. Ship, N. Y.

Lt. Comdr. C. J. Parrish, det. command USS Zane; to Office of Judge Advocate General of the Navy.

Lt. F. M. O'Leary, to duty USS Wyoming.

Lt. C. J. Rend, desp. o/s. of Jan. 5 modified. Det. USS Barry; to USS Whitney. Upon falling in with USS Preble; det. USS Barry; to USS Whitney, upon falling in with USS Preble; det. USS Whitney; to USS Preble.

Lt. R. P. Whitemarsh, desp. o/s. Dec. 19 modified. To duty USS Ramapo.

Lt. (jg) A. E. Fitzwilliam, det. USS New Mexico about Jan. 26; to USS Hubert.

Lt. (jg) R. B. Levin, det. USS Idaho about Jan. 25; to USS Chandler.

Lt. (jg) J. W. Ludwig, det. USS Mississippi about May 15; to Naval Academy.

Lt. (jg) W. T. McGarry, det. USS Maryland about Jan. 25; to USS Elliott.

Lt. (jg) R. F. Scott, det. USS West Virginia about Jan. 25; to USS Trevor.

Lt. (jg) J. C. Shively, det. USS Herbert; to duty USS Wyoming.

Lt. (jg) Yates Stirling, 3rd, det. VF Sqd. 5B, (USS Lexington), to VF Sqd. 2B, (USS Langley), Carrier Div. 2, U. S. Flt. Ens. D. S. Gordon, det. USS Nevada about Jan. 25; to USS Pruitt.

Ens. M. D. Fairchild, det. USS California about Jan. 24; to USS Chicago.

Ens. J. K. McCue, det. USS Nevada about Jan. 25; to USS Perry.

Lt. R. E. Farnsworth (DC), det. Naval Medical School, Wash., D. C., about Feb. 16; to U. S. Nav. Hosp., Norfolk, Va.

Lt. (jg) R. A. Lowry (DC), det. U. S. Naval Medical School, Wash., D. C., Feb. 3; to Navy Yard, New York, N. Y.

Mach. J. B. Martin, det. USS Algonquin; to USS Swallow.

Jan. 17, 1931

Rear Adm. T. C. Hart, det. command Control Force about April 27; to Naval Academy, as

ARMY ORDERS

(Continued from Preceding Page)

Dept. (par. 2, SO 268), vice Col. E. A. Myer, relieved. (Jan. 16.)

Col. H. P. Hobbs relieved duty 11th Inf., Ft. Benj. Harrison, Ind., effective June 30, 1931, detailed member of General Staff Corps, with troops, and assigned chief of staff, 1st Div. hd., Ft. Hamilton, N. Y. (Jan. 17.)

Col. O. P. Dockery, Jr., relieved duty Org. Res. 2nd CA and 98th Div., Rochester, N. Y., and will sail about March 26, 1931, from NYC for Panama Canal Dept., duty with Inf.

Capt. R. I. Stack, on completion tour of foreign service, Philippine Dept., assigned duty at Ft. George G. Meade, Md. (Jan. 16.)

Capt. D. P. Yeuell relieved duty American Battle Monuments Commission, Wash., D. C., assigned to 30th Inf., Presidio of San Francisco, and will sail from NYC about May 5, 1931. (Jan. 19.)

Capt. G. E. Kraul relieved duty 30th Inf., Presidio of San Francisco and detailed instructor Inf., Indiana National Guard, station at Indianapolis; will sail from San Francisco for NYC about Feb. 28, 1931. (Jan. 20.)

1st Lt. S. E. Faine assigned duty as acting quartermaster Alabama Recruiting Dist., in addition to other duties. (Jan. 16.)

1st Lt. B. A. Lynch, Jr., relieved duty 12th Inf., Ft. Howard, Md., and will sail about March 18, 1931, for Hawaiian Dept., for duty with Inf. (Jan. 19.)

1st Lt. R. B. Floyd relieved as student company officers' course, Inf., school and assigned to 24th Inf., Ft. Benning, Ga. (Jan. 20.)

1st Lt. C. H. Royce, upon being relieved from duty as aide-de-camp to Brig. Gen. Campbell King, Ft. Benning, Ga., will sail about May 5, 1931, from NYC for Philippine Dept., for duty with 15th Inf., Tientsin, China. (Jan. 20.)

2nd Lt. W. W. O'Connor, on completion of tour of foreign service, Hawaiian Dept., assigned to duty Ft. Benning, Ga., until opening of Inf. School. (Jan. 20.)

AIR CORPS

MAJ. GEN. J. E. FECHET, C OF AC
Lt. Col. Ira Longanecker detailed member board appointed (Par. 7, SO. 271), to recommend individuals who should be awarded decorations as authorized by act of July 9, 1918, vice Brig. Gen. B. D. Foulois, relieved. (Jan. 16.)

Capt. J. L. Stromme relieved from add. duty 308th Balloon Co., and the 332nd Service Sq. and from further detail with the Org. Res. (Jan. 17.)

Capt. F. O. Carroll relieved addt. duty 416th Airdrome Co., and further detail with Org. Res., of 5th CA. (Jan. 17.)

1st Lt. A. J. Lyon relieved addt. duty 377th Communications Section and from further detail with Org. Res. of 5th CA. (Jan. 17.)

1st Lt. G. C. Salisbury relieved duties Kelly Field, Tex., detailed for duty with Org. Res., 1st CA, assigned to 94th Div., Boston, Mass. (Jan. 20.)

PROMOTIONS

Announcement made that records of WD respecting Capt. George W. Rees, MC, amended to show advancement under act of June 21, 1930, to grade of major as of Jan. 18, 1931, the date of his death. (Jan. 20.)

RETIREMENT OF OFFICERS

Capt. W. H. Moore, QMC, Pittsburgh, Pa., for the convenience of the government will proceed to his home and await retirement. (Jan. 17.)

1st Lt. Kellogg Sloan, AC, examined for promotion by bd. of offfrs. and found physically disqualified for duties of captain, AC, by reasons of disability incident to the service. His retirement as a captain, under the provisions of act of Oct. 1, 1890, and act of April 23, 1930, is announced to become effective Jan. 31, 1931, with rank from Jan. 11, 1931. Capt. Sloan will proceed to his home. (Jan. 16.)

LEAVES OF ABSENCE

Capt. J. D. Brumbaugh, MC, 1 month, 21 days, effective Feb. 8.

Capt. R. E. Humes, MAV, 2 months, July 3.

1st Lt. W. E. Dunkelberg, Inf., 4 months upon arrival NYC.

Capt. Rosenham Beam, AC, 16 days, Jan. 16.

Maj. W. A. Hagins, MC, 3 months, Feb. 1.

Maj. W. L. Richards, MC, 3 months, Feb. 1.

Maj. T. J. Cassidy, DC, 2 months, on arrival San Francisco.

Capt. A. S. LeGette, Inf., 3 months, May 19.

1st Lt. E. T. Selzer, AC, extension 15

DUOVAC

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days.
Lt. Col. Robert Guggenheim, GSC, one day, Jan. 26, and one day, Jan. 29.

Capt. J. P. Cromwell, AGD, extension 20 days.

Capt. J. S. Clarke, MC, 3 months, upon arrival U. S.

Capt. G. S. Beurket, FA, 4 months, April 17.

Capt. R. A. Greer, JAGD, extension 1 month, 25 days.

Capt. Edmund C. Fleming, Act. GSC, 2 months, upon arrival N. Y. C.

1st Lt. R. B. Floyd, Inf., 2 months (sickness) Jan. 24.

2nd Lt. T. H. James, Inf., 2 months, 5 days, March 17.

Chap. J. W. Westerman, 2 months, Jan. 20.

ORDERS TO WARRANT OFFICERS

Amended to read: WO E. W. Spearman, Philippine Dept., to duty with QM, Camp Stephen D. Little, Ariz. (Jan. 16.)

Amended to read: WO A. F. Russell to sail from San Francisco about May 27 for Manila. (Jan. 17.)

WO C. H. McKenzie, relieved Ft. Wadsworth, N. Y., assigned bq. 8th CA, Ft. Sam Houston, Tex. (Jan. 20.)

Following warrant officers now in Panama Canal Dept., assigned as indicated after name:

Lynne Decker, band leader, to lead band, 10th FA, Ft. Lewis, Wash.

R. L. Klenik, band leader, to lead band, 17th Inf., Ft. Crook, Nebr.

F. C. Baumann, to hd., 1st CA, Boston, Mass.

S. L. Davidson, to hd., 7th CA, Omaha, Neb.

R. G. Hersey, to Ft. Benning, Ga.

J. R. Henderson, to hd., 6th CA, Chicago, Ill. (Jan. 17.)

Following warrant officers relieved from assignment indicated after names and will sail about March 10 from San Francisco for Panama Canal Zone:

W. J. Johnson, 7th CA, Omaha, Nebr.

Manuel Comulada, band leader, 10th FA, Ft. Lewis, Wash.

Francis Resta, band leader, 17th Inf., Ft. Crook, Nebr. (Jan. 17.)

Following warrant officers relieved from assignment indicated after names and will sail about March 26 from N. Y. C., for Panama Canal Department:

J. B. Ryan, Ft. Benning, Ga.

H. M. Herff, 6th CA, Chicago, Ill.

I. J. Hopkins, 1st CA, Boston, Mass. (Jan. 17.)

WO Patrick J. Keating, chief engr. MPS, Ft. H. G. Wright, N. Y., found incapacitated for active service on account of physical disability incident thereto, his retirement under act July 9, 1918, is announced effective Jan. 31, 1931. (Jan. 16.)

WO J. E. Merwin found incapacitated for active service on account of physical service incident thereto, is retired effective Jan. 31, 1931. (Jan. 17.)

ORDERS TO ENLISTED MEN

Followin, qualified for training in grade, will report to comdt. Air Corps Primary Flying School, Brooks Field, Tex., for assignment in grade to the class starting March 1, 1931:

Staff Sgt. R. T. Lamb, 46th Sch. Sq., Brooks Field.

Mstr. Sgt. E. B. Woodward, 51st Sch. Sq., Brooks Field.

Staff Sgt. J. B. McCauley, 40th Sch. Sq., Kelly Field. (Jan. 20.)

Orders par. 26, SO 287, concerning Cpl. B. J. Doggett is revoked. (Jan. 19.)

Pvt. E. S. Scott, 17th Signal Service Co., is trans. to the 51st Signal Bn., Ft. Monmouth, N. J. (Jan. 16.)

RETIREMENT OF ENLISTED MEN

Mr. Sgt. C. S. Turner, 16th Sig. Service Co., placed on retired list at Ft. George G. Meade, Md., Jan. 31. (Jan. 16.)

Tech. Sgt. A. D. Anderson, FD, placed on retired list at Ft. Riley, Kans., Jan. 31. (Jan. 19.)

Sgt. F. E. Taden, Troop E, 7th Cav., placed on retired list at Ft. Bliss, Tex., Jan. 31. (Jan. 17.)

LATE WAR DEPARTMENT ORDERS

S. O. No. 17, W. D., Jan. 21, 1931
The following orders were received too late for classification:

Corps of Engineers

1st Lt. L. B. Kuhre, in addition to pres. duties is appointed member, sec., and disbursing officer of the Bd. of Rd. Commissioners for Alaska, Feb. 1.

Field Artillery

Col. L. L. Lawson, from duty at Ft. Robinson, Nebr., March 24, to duty at Ft. Hoyle, Md.

2nd Lt. F. Q. Goodell, assigned to duty at Ft. Sill, Okla., upon completion of pres. tour of foreign service.

2nd Lt. E. B. Thayer, assigned to duty at Ft. Sill, Okla., upon completion of pres. tour of foreign service.

Assigned to duty at Ft. Benning, Ga., upon completion of pres. tour of foreign service, Capt. J. A. Klein, 2nd Lt. R. J. Herte, 2nd Lt. F. A. Rudolph, and 2nd Lt. J. O. Wade.

Chemical Warfare Service

Maj. B. A. Brackenbury, from duty in Washington, D. C., to Camp Del Monte, Calif.

Medical Administrative Corps

Capt. M. McC. Dougherty, from duty in the Philippine Dept. to Letterman General Hospital.

Capt. A. E. Brown, from duty at Walter Reed General Hospital, to sail about May 5 from New York for Philippine Dept.

(Please turn to page 490)

NAVY ORDERS

(Continued from Preceding Page)

Ch. Pay Clk. E. G. Oelkers, det. USS Omaha; to USS Texas.

Ch. Pay Clk. Elmer Stephenson, det. USS Texas; to USS Omaha.

Jan. 19, 1931

Rear Adm. A. J. Hepburn, det. Naval War College, Newport, R. I., about May 27; to command Subm. Force, U. S. Flt.

Rear Adm. S. S. Robison, relieved from all active duty about April 1; to home.

Comdr. H. A. Jones, det. Bu. Nav.; to USS Omaha, det.; to USS Detroit.

Comdr. C. W. Magruder, det. Naval Academy; to USS Colorado.

Lt. Comdr. M. B. Arnold, det. command USS Preble after June 1; to Naval Academy.

Lt. Comdr. H. H. Bouson, det. USS Colorado about Feb. 2; to Navy Yard, Mare Is., Calif.

Lt. Comdr. L. L. Hunter, det. command USS Wasmuth after June 1; to Naval Proving Ground, Dahlgren, Va.

Lt. Comdr. C. N. Ingraham, det. command USS Hale after June 1; to duty as Dist. Commun. Officer, 14th Nav. Dist., Pearl Harbor, T. H.

Lt. Comdr. J. G. Moyer, det. command USS Elliott after June 1; to Naval Operations.

Lt. Comdr. Tully Shelley, det. command USS Hovey after June 1; to Naval Academy.

Lt. Comdr. F. P. Thomas, ors. Oct. 20 modified. To USS Whitney and carry out remainder ors.

Lt. H. C. Flanagan, det. USS Cuyama about May 15; to Naval Academy.

Lt. W. L. Peterson, det. VS Sqd. 1B (USS Langley), Carrier Div. 2, U. S. Fleet about Feb. 2; to USS Saratoga.

Lt. O. R. Sutherland, det. Off. in Chg., Navy Rtg. Sta., Chicago, Ill., about Jan. 15; to USS New York.

Lt. (jg) J. C. Bernet, det. USS Mississippi about Jan. 25; to USS Upshur.

Lt. (jg) J. W. Malley, det. USS Pennsylvania about Jan. 24; to resignation accepted effective Jan. 24, 1931.

Lt. (jg) J. C. Wheat, det. USS Nevada about Jan. 25; to USS Louisville.

Ens. M. L. Catterton, det. USS Mississippi about Jan. 25; to USS Southard.

Ens. W. A. Cockell, det. USS Mississippi about Jan. 25; to USS William B. Preston.

Ens. J. W. Coe, det. USS Nevada about Jan. 25; to USS Chicago.

Ens. R. R. Craighill, det. USS Lexington about Jan. 25; to USS Louisville.

Ens. C. C. Morgan, det. USS Mississippi about Jan. 25; to USS Louisville.

F. S. W. G. Waltermire, det. USS Nevada about Jan. 25; to USS Chicago.

The following officers have been assigned to Naval Academy for duty in attendance upon a postgraduate course of instruction with authority to delay until June 25, 1931, in reporting:

Lt. R. W. Bowers, det. USS Helville about May 15.

Lt. H. C. Todd, det. USS Texas about May 15.

Lt. (jg) F. H. Ball, det. USS Wasmuth.

Lt. (jg) R. L. Campbell, Jr., det. USS Preble.

Lt. (jg) H. W. Goodall, det. USS Maryland.

Lt. (jg) J. D. Hayes, det. USS Litchfield.

Lt. (jg) C. E. McDonald, det. USS Medusa.

Lt. (jg) P. V. Mercer, det. USS New Mexico.

Lt. (jg) H. T. Read, det. USS Lexington.

Lt. (jg) T. G. Ritchie, det. USS Oklahoma.

Lt. (jg) L. D. Sharp, det. USS Medusa.

Lt. (jg) T. J. Shultz, det. USS Cuyama.

Lt. (jg) A. M. Townsend, det. USS Southard.

Lt. W. P. Dana, MC, det. Nav. Air Station, Hampton Rds., Va., about Feb. 5; to 1st Brigade, U. S. Marines, Haiti.

Lt. (jg) O. J. Brown, MC, det. Nav. Hosp., Washington, D. C., about Jan. 21; to USS Arizona.

Lt. H. F. Gingrich, SC, ors. Dec. 23 modified. To duty Nav. Supply Depot, Hampton Rds., Va.

Lt. O. P. Lattu, SC, det. Navy Yard, Mare Is., Calif.; to USS New York.

Ch. Gun. A. F. Gerloff, det. Navy Yard, Puget Sound, Wash., about March 2; to

U. S. Fleet Directory

Jan. 22, 1931

Address mail for vessels in Atlantic
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USS Texas (flagship), Guantanamo Bay.

Address all mail for vessels of Battle
Fleet as follows: Battleship Divisions
and Carrier Division 2, Care of Post-
master, San Pedro, Calif.; Submarine Di-
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BATTLE FLEET

Adm. F. H. Schofield, commander in
chief, California (flagship), San Pedro,
Calif.

Battleship Divisions

Vice Adm. R. H. Leigh, Commander.
Division 3—New York, Nevada, Okla-
homa, San Pedro, Calif.; Pennsylvania,
Philadelphia, Pa.; Arizona, Nor-
folk, Va.

Division 4—Mississippi, San Pedro,
Calif.; Idaho, San Pedro, Calif.; New
Mexico, San Pedro, Calif.

Division 5—West Virginia, San Pedro;
Colorado, San Pedro, Calif.; Maryland,
Tennessee, Navy Yard, Bremerton, Wash.

Destroyer Squadrons

Rear Adm. W. H. Standley, Commander.
Rigel, San Diego; Omaha, Mare Island,
Calif.; Melville (tender), San Diego,
Calif.; Altair (tender), San Diego, Calif.

Squadron 6—Decatur (leader), San
Diego, Calif.

Division 15—Trevor, Zane, Wasmuth,
Perly, San Diego, Calif.

Division 37—Chandler, Hovey, South-
ard, San Diego, Calif.; Long, Mare Is-
land, Calif.

Division 45—Hulbert, Wm. B. Preston,
San Diego, Calif.; Probie, San Diego,
Calif.; Noa, San Diego, Calif.

Division 46—Broome, Alden, Sicard,
San Diego; Pruitt, San Diego, Calif.

Squadron 10—Litchfield (leader), San
Diego, Calif.

Division 11—Dorsey, Lea, Roper, San
Diego, Calif.; Elliott, San Diego, Calif.;
Buchanan, Navy Yard, Bremerton, Wash.

Division 12—Dent, Aaron Ward, Waters,
Rathburn, San Diego, Calif.; Talbot, San
Diego, Calif.

Division 14—Tattnall, Badger, Babbitt,
San Diego, Calif.; Jacob Jones, Mare
Island Calif.; Twigg, San Diego, Calif.

Division 33—Upshur, San Diego; Tar-
bell, Mare Island, Calif.; Greer, Navy
Yard, Bremerton, Wash.; Yarnall, San
Diego, Calif.

Carrier Divisions

Rear Adm. J. M. Reeves, Commander.
Carrier Division 2—Saratoga, Lexing-
ton, San Pedro; Gannett, Langley, San
Diego, Calif.

Carrier Division 1

(Operating with Scouting Fleet.)
Capt. F. J. Horne, Commander.
Wright, Sandpiper, Teal, Guantanamo
Bay, Cuba.

Submarine Division 20

Holland (flagship and tender), San
Diego; Orlolan (tender), Port Susan,
Wash.; V-1, V-2, V-3, V-4, San Diego;
V-6, Port Susan, Wash.

Mine Squadron 1

Rear Adm. George T. Pettingill, Com-
mander.

Oglala (flagship), Navy Yard, Boston,
Mass.

Division 1—Lansdale, Philadelphia, Pa.;

Luce, Boston, Mass.; Ramsay, Gamble,
Pearl Harbor, T. H.

Division 2—Tanager, Whippoorwill,
Pearl Harbor; Lark, Quail, Boston, Mass.

BASE FORCE

Rear Adm. W. D. MacDougall, Comdr.
Aroostook, Navy Yard, Bremerton,
Wash.; Argonne, San Pedro, Calif.;
Procyon, San Pedro, Calif.

Train Squadron 1—Antares, Vestal,
Guantanamo Bay; Brazos, Guantanamo
Bay to Port Arthur, Tex.; Bridge, to
Guantanamo Bay, Cuba.

Train Squadron 2—Relief, San Pedro,
Calif.; Neches, Pearl Harbor, to San
Pedro; Medusa, San Pedro, Calif.; Cuy-
ama, San Diego, Calif.; Arctic, San Fran-
cisco, Calif.

SCOUTING FLEET

Vice Adm. A. L. Willard, Commander.
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Training Squadrons

Rear Adm. H. H. Christy, Commander.
Battleship Division 6—Wyoming (flag-
ship of Adm. Christy), Philadelphia, Pa.;
Florida, Philadelphia, Pa.; Arkansas
(flagship of Adm. Willard), Guantanamo
Bay, Cuba; Utah, Navy Yard, Norfolk,
Va.

Destroyer Squadron 16

Division 17—Fairfax, Philadelphia, Pa.;
Taylor, Miami, Fla.; Hamilton, Navy
Yard, Norfolk, Va.; Claxton, Mare Island,
Calif.

Division 48—Wickes, Philip, Evans,
Navy Yard, Brooklyn, N. Y.; Tillman,
Boston, Mass.

Light Cruiser Divisions

Vice Adm. Geo. R. Marvell, Commander.
Division 5—Northampton (flagship of
Adm. Marvell), Pensacola, Guantanamo

Division 2—Memphis, Richmond, Tren-
ton, Marblehead, Guantanamo Bay, Cuba.

Division 3—Raleigh, Milwaukee, De-
troit, Guantanamo Bay, Cuba; Cincin-
nati, Boston, Mass.

Destroyer Squadrons

Rear Adm. W. R. Sexton, Commander.
Concord (flagship), Manley, Gonaives,
Haiti.

Squadron 7—Dallas, Whitney, Gonaives,
Haiti.

Division 22—Blisley, Breckenbridge,
Biddle, Barney, Gonaives, Haiti; Hale,
Guantanamo Bay.

Division 23—J. Fred Talbott, Ellis, Du-
pont, Bernadou, Cole, Gonaives, Haiti.

Squadron 14—Hopkins, Dobbin, Gonaives,
Haiti.

Division 40—Gilmer, Childs, Barry,
Williamson, Gonaives, Haiti.

Division 42—Dickerson, Leary, Schenck,
Crowninshield, Herbert, Gonaives, Haiti.
Destroyers To Be Decommissioned—
Sands, Brooks, Reuben James, Philadel-
phia; J. K. Paulding, Sturtevant, King,
Overton, McFarland, Philadelphia, Pa.

CONTROL FORCE

Rear Adm. Thos. C. Hart, Commander.
Camden, Chewink, Coco Solo, C. Z.; Mal-
lard, Balboa, C. Z.; Seagull, Widgeon,
Pearl Harbor, T. H.; Falcon, New London,
Conn.

Submarine Divisions

Division 2—O-8, O-6, O-1, O-3, O-4,
O-9, O-10, New London, Conn.

Division 3—S-10, S-11, S-13, S-12, Pan-
ama Bay; S-45, Portsmouth, N. H.

Division 4—S-1, S-19, S-21, S-18, S-20,
Pearl Harbor; S-22, S-23, Coco Solo, C. Z.

Division 9—R-1, R-3, R-5, R-6, R-7, R-8,
R-9, R-10, R-2, R-4, Coco Solo, C. Z.

Division 11—S-25, S-27, S-28, S-29, Mare
Island; S-24, S-26, Pearl Harbor.

Division 12—Bushnell, Coco Solo; S-6,
S-7, S-8, S-9, Philadelphia, Pa.; V-5,
Portsmouth, N. H.

Division 14—R-11, R-12, R-13, R-14,
R-15, R-16, R-17, R-18, R-19, R-20, Coco
Solo, C. Z.

Division 18—S-15, S-17, Coco Solo,
C. Z.; S-14, S-16, Panama Bay.

Division 19—S-42, S-43, S-44, S-45, S-46,
S-47, Pearl Harbor.

Eagle Division 1—Eagle 35, Eagle 58,
Coco Solo, C. Z.

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zon, Hankow, China; Mindanao, Helena,
Hongkong; Pecos, Manila; Oahu, Sinti;
Panay, Ichang; Tulsa, Tientsin, China;
Tutuila, Ichang, China.

Destroyer Squadron

Paul Jones (flagship), Manila, P. I.;
Black Hawk, Manila, P. I.

Division 38—John D. Edwards, Manila,
P. I.; Smith-Thompson, Shanghai; Tracy,
Amoy; Whipple, Nanking; Borie, Manila;
Barker, Shanghai, to Manila, P. I.

Division 30—Simpson, Manila; Bulmer,
Parrott, McLeish, McCormack, Edsall,
Manila, P. I.

Division 43—Pearly, Stewart, John D.
Ford, Manila, P. I.; Pope, Pillsbury, Ma-
nila, P. I.; Truxton, Manila, P. I.

Aircraft Squadron

Avocet, Manila, P. I.; Heron, Jason,
Olongapo, P. I.

Submarine Division

Pigeon, Manila, P. I.

Division 16—Beaver (tender), S-32, S-33,
S-34, Zamboanga, P. I.; S-25, S-31, S-30,
Manila, P. I.

Division 17—Canopus (tender), S-37,
S-38, S-40, S-41, Manila, P. I.; S-36, S-39,
Manila, P. I.

Mine Detachment

Bittern, Finch, Manila, P. I.

SPECIAL SERVICE SQUADRON

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BIRTHS, MARRIAGES AND DEATHS

BORN

ELLIOTT—Born at Ft. Monroe, Va.,
Jan. 10, 1931, to Lt. Escalus E. Elliott,
CAC, USA, and Mrs. Elliott, a son,
Harold Hebel.

FEENEY—Born at Brooklyn, N. Y.,
Dec. 24, 1930, to Lt. Errett Reed Feeney
SC, USA, and Mrs. Feeney, a son, Rich-
ard Lytle.

HICKSON—Born at Walter Reed
General Hospital, Washington, D. C.,
Jan. 13, 1931, to Maj. Fred E. Hickson,
MC, USA, and Mrs. Hickson, a son,
Fred Truby.

HUGHES—Born at Walter Reed
General Hospital, Washington, D. C.,
Jan. 20, 1931, to Capt. Arthur D.
Hughes, a daughter, Barbara Ruth.

LYNN—Born at Walter Reed Gen-
eral Hospital, Washington, D. C., Jan.
12, 1931, to Corp. Lester W. Lynn, FA,
USA, and Mrs. Lynn, a son, David
Clifton.

MCNAMEE—Born at Ft. Benning,
Ga., Jan. 11, 1931, to Lt. Alfred A.
McNamee, Inf., USA, and Mrs. Mc-
Namee, a son, Alfred Armstrong, Jr.,
grandson of Col. M. M. McNamee, USA,
ret., and Mrs. McNamee, and Maj.
Laurence W. Young, Inf., USA, and
Mrs. Young.

MERCER—Born at Walter Reed Gen-
eral Hospital, Washington, D. C., Jan.
13, 1931, to Lt. John G. Mercer, USN,
and Mrs. Mercer, a daughter, Carol
Richardson.

MURRAY—Born at Physicians' Hos-
pital, Plattsburg, N. Y., Jan. 13, to Mr.
and Mrs. W. E. Murray, Jr., a son, Wil-
liam Elmer, III, grandson of Lt. Col.
and Mrs. W. E. Murray, QMC.

NORTON—Born at Walter Reed Gen-
eral Hospital, Washington, D. C., Jan.
14, 1931, to Stf. Sgt. John D. Norton,
SC, USA, and Mrs. Norton, a son,
Robert Harlow.

OGLE—Born at William Beaumont
General Hospital, El Paso, Tex., Jan.
17, 1931, to Lt. Dan C. Ogle, MC, USA,
and Mrs. Ogle, a daughter, Carol Ann.

SHREVE—Born at Ft. Sill, Okla.,
Jan. 10, 1931, to Lt. Arthur L. Shreve,
FA, USA, and Mrs. Shreve, a son.

TOWNSEND—Born at Mercy Hos-
pital, San Diego, Calif., Jan. 1, 1931,
to Lt. (jg) Arthur M. Townsend, USN,
and Mrs. Townsend, a son, Thomas
Arthur.

UPHAM—Born at Honolulu, T. H.,
Dec. 25, 1930, to Lt. John S. Upham,
Jr., Inf., USA, and Mrs. Upham, a
daughter, Florence Mary, grand-
daughter of Lt. Col. John S. Upham,
Inf., and Mrs. Upham.

WHITE—Born at Peiping, China, re-
cently, to Lt. Thomas Dresser White,
AC, USA, and Mrs. White, a daughter.

MARRIED

CHAPMAN-DEWEY — Married at
Delhi, India, Jan. 3, 1931, Miss Virginia
Dewey, daughter of Maj. Christian H.
Dewey, MC, USA, and Mrs. Dewey, to
Mr. Maurice Chapman.

DRAKE-SMITH—Married at Wash-
ington, D. C., Jan. 19, 1931, Miss Elea-
nor Bryan Smith, daughter of Lt. Comdr.
and Mrs. George Leonard Smith, to Mr. John A. Drake.

DUNHAM-MITCHELL—Married at
Charleston, S. C., Jan. 3, 1931, Miss
Mary Lee Mitchell, daughter of Maj.
Drury K. Mitchell, USA, and Mrs. Mit-
chell, and niece of Capt. J. F. O'Mara,
USN, to Lt. Everett C. Dunham, USA.

HALL-DEAL—Married at New York
in the Little Church Around the Cor-
ner, Dec. 29, 1930, Miss Anna Deal to
Ens. Clifton Greenleaf Hall.

HILL-BOYD—Married at Staunton,
Va., Jan. 12, 1931, Miss Gertrude Har-
mon Boyd, daughter of the late Maj.
John A. Harmon, USA, to Capt. Earl
Dana Hill, formerly of the USA.

OLESON-SIMPSON — Married at
Chicago, Ill., Dec. 24, 1930, Miss Irene
Simpson, of San Antonio, Tex., to Lt.
N. B. Oleson, AC, USA.

RANDOLPH-TUNSTALL — Married

at Norfolk, Va., Jan. 17, in old St.
Paul's Church, Miss Lucy Dabney Tun-
stell to Lt. Alfred Page Randolph,
USN.

DIED

BECKETT — Died at Northwood,
Iowa, Dec. 30, 1930, Mrs. Mary Beckett,
mother of Mrs. White, wife of Col. H.
A. White, USA, ret.

COLLING—Died at William Beaumont
General Hospital, El Paso, Tex., Jan.
16, 1931, Marguerite Colling, daughter
of Sgt. Charles Colling, QMC, Ft.
Bliss, Tex.

FRAKES—Died at Chicago, Ill., Jan.
14, 1931, Mrs. Harriet Frakes, mother
of Capt. Eugene N. Frakes, USA, and
Mrs. H. A. MacClean, of Chicago.

GREENFIELD—Died at Chicago at
the age of 95, Jan. 13, 1931, Col. An-
drew J. Greenfield, commander of the
22nd Pennsylvania Cavalry during the
Civil War.

HAMILL—Died at Station Hospital,
Jefferson Barracks, Mo., Jan. 13, Pvt.
John W. Hamill, FA, Ft. Sill, Okla.

HOOKER—Died at Ft. Rosecrans,
Calif., Jan. 12, 1931, Mrs. Susan M.
Hooke, mother of Mrs. Frank M.
Huennekeus, CAC, also George Hooker,
formerly of the 10th Inf., and later an em-
ployee of the Canal Zone.

JAMES—Died at her home, Danville,
Va., Mrs. John James, mother of
Comdr. Jules James, USN, also the
mother of the late Lt. J. F. James,
USA, Capt. Russell James

Personals

THE Assistant Secretary of War and Mrs. Frederick H. Payne were the guests of honor at the second riding exhibition at Ft. Myer, Va., yesterday. Brig. Gen. Charles R. Howland, post commander, was at the recent polo pony and polo match at Ft. Francis E. Warren, Wyo.

The first annual reception and dance of the Reserve officers of the Pittsburgh Area, complimentary to the National Guard officers of the Pittsburgh Area, will be held Feb. 7 at the 176th Pa. NG Armory, with Army, Navy and Marine officers in full dress.

Col. Charles B. Stone, Jr., who has been assigned to assume command of the Presidio of San Francisco, Calif., is expected to arrive shortly.

Brig. Gen. William P. Jackson, USA, left Madison Barracks for Washington, D. C., on Monday, Jan. 5, to attend the funeral services at Arlington of the late Col. Isaac Jenks, an old Army friend.

On Jan. 6, at the home of Brig. Gen. and Mrs. William P. Jackson, the officers and ladies of Madison Barracks met for the purpose of organizing a dramatic club. The following officers were elected: President, Maj. Frederick E. Uhl; vice president, Mrs. William P. Jackson; secretary-treasurer, Mrs. Francis S. McGill; advisory committee, Mrs. C. C. Sibley and Chap. C. C. Merrill; business manager, Capt. Marion L. Young.

1st Lt. C. E. Saltzman, N. Y. NG, recently an officer of the Corps of Engineers of the Regular Army, has been appointed aide-de-camp to Maj. Gen. William N. Haskell, Commanding General, 27th Division, N. Y. NG.

NAVY FIVE BOWS TO DUKE
A fast start from Duke University, Durham, N. C., jolted the Naval Academy five 41-27, and cut the Middies' string of victories short at six wins, at Annapolis last Saturday.

Navy played the game without the sterling services of Loughlin, who was kept out of the game by injuries received in practice.

ARMY MUTUAL AID

Army Mutual Aid Association Insurance certificates issued: Maj. G. H. Franke, GSC, Capt. L. E. Babcock, FA, Capt. R. F. Fairchild, Inf., Maj. H. W. T. Eglin, CAC, 2nd Lt. J. W. Cox, Jr., CE, 1st Lt. Glenn Newman, CAC, 2nd Lt. G. S. Meloy, Jr., Inf., 1st Lt. J. V. Carroll, FA.

Benefits paid: Capt. G. W. Rees, QMC.

ARMY FIVE DEFEATS LEHIGH

Scoring its sixth straight win over Lehigh, Army extended its winning streak in its own gym last Saturday. The score was 34-23, but the Cadets had to come from behind in the last half to capture the game.

Ray Stecker, returning after a fortnight's illness, led the Cadets to victory by tossing 11 points through the hoop. Lehigh, over-zealous in guarding the flashy forward, gave him many opportunities at the foul line, and he counted on five of them.

Shopping News

for

Service**Folk**

IRENE BEAUCHAMP

HECHT CO. are showing a lovely array of women's new Winter coats. All colors, fine quality materials, silk lined, trimmed in such furs as skunk, lapin, caracul, muskrat, manchurian wolf. These coats originally priced \$49.75, \$39.75 and \$35.00, now \$25.00. Sizes 38 to 52. Also in this sale, 50 fine women's coats originally priced \$69.00 to \$79.00. Sizes 36 to 40. Very special this sale, \$44.00. HECHT CO. are members of the Association of Army and Navy Stores, Inc.

PLEASE MENTION THIS COLUMN

SERVICE SOCIAL NEWS

ANNOUNCEMENTS of Personals, Entertainments, Engagements, Weddings and births requested. Address Society Editor, Army and Navy Journal, 1800 E Street Northwest, Washington, D. C.

With The Services In The Nation's Capital

THE third of the series of Navy and Marine Corps dances at the Willard Jan. 21, was one of the gayest of the January parties in Washington's service circles. The Secretary of the Navy and Mrs. Charles Francis Adams were the honor guests and headed the receiving line.

A number of smart dinners were held preceding the dance. The Assistant Secretary of the Navy and Mrs. David S. Ingalls entertained at dinner for the Secretary of the Navy and Mrs. Adams. The other guests were Adm. and Mrs. William V. Pratt, Rear Adm. and Mrs. William A. Moffett, Rear Adm. and Mrs. William D. Leahy, Rear Adm. and Mrs. Harry E. Yarnell, and Rear Adm. and Mrs. Frank Upham.

Other hosts and hostesses were Rear Adm. and Mrs. John Halligan, Rear Adm. and Mrs. A. Farenholt, Maj. and

Mrs. Puryear, Jr., and Comdr. and Mrs. C. S. Gillette.

Mrs. Patrick J. Hurley, wife of the Secretary of War, assisted Mrs. Joseph E. Washington at her tea Jan. 22 in honor of her debutante cousin, Miss Helen Lee Washington.

The Surgeon General of the Navy, Rear Adm. Charles Edward Riggs, and Mrs. Riggs, were the honor guests at dinner Jan. 22 of Capt. and Mrs. William H. Bell, who entertained a company of 24 at the Shoreham.

A contingent of Ft. Myer officers appeared at the horse show at the Riding and Hunt Club last night, which was held in honor of the District of Columbia Commissioners. The Ft. Myer equestrians were headed by Maj. Charles P. George, of the United States Army Olympic fame, and son-in-law of Vice President Charles Curtis.

Report at Annual Meeting

FEDERAL Services Finance Corporation, 744 Jackson Place N. W., Washington, D. C., reports for the year 1930 the largest, best and most satisfactory business of any year during its approximately seven years' corporate existence, as shown by the president's annual report submitted to stockholder at the regular annual meeting held on the 13th instant.

The financial statement and report of earnings of the company for the year ending Dec. 31, 1930, showed a total volume of business amounting to \$1,658,594.22, an increase in volume of approximately 20 per cent over 1929. Contrary to the generally accepted theory with respect to installment accounts, collections for 1930 were better than for the preceding year, there being no increase in delinquencies or final defaults in paying accounts.

After interest and taxes, and dividends of 7 per cent on the preferred stock, there remained earnings slightly above \$4.00 per common share, or a little more than double the common dividend requirements.

After setting up liberal reserves for unearned discount, bad accounts, and the usual reserve for income taxes, etc., there remained a net profit of \$2,070.14.

The directors, all of whom were re-elected, are:

Gen. Willard A. Holbrook, Col. David S. Stanley, Mr. William G. Wheeler, Mr. Heber H. Votaw, Mr. Francis E. Pope, Col. Lewis W. Cass, and Maj. William H. Garrison.

Engagements

COL. AND MRS. WALTER LAWRENCE REED, USA, announce the engagement of their daughter, Mary Berkeley, to Lt. Clarke Harold Royce, USA.

Miss Reed, who is better known to a large circle of Army and Navy friends as Daisy, is the grand-daughter of the late Maj. Walter Reed, after whom the Walter Reed Hospital in Washington is named.

Lt. Royce is the son of Mrs. James B. Royce, of Berkeley, Calif., and for the last two years has been aide-de-camp to Brig. Gen. Campbell King, commandant of the Infantry School, Ft. Benning, Ga.

The Wedding will take place in April at Ft. Benning, Ga. After the wedding Lt. Royce and his bride will leave for Tientsin, China, for duty with the 15th Infantry.

Mrs. George Dunn announces the engagement of her daughter, McKee Dunn Motgomery, to Lt. Alfred E. Kastner, FA, USA.

Capt. and Mrs. Harold W. Churchill, of Aberdeen Proving Ground, Md., have announced the engagement of Mrs. Churchill's daughter, Janet Hastings Woodbridge, to Lt. Bream Cooley Patrick, FA, USA, son of Maj. Gen. Mason M. Patrick, USA, ret., and Mrs. Patrick, FA, USA.

Mr. and Mrs. Tom R. Wyles, of Highland Park, Ill., announce the engagement of their daughter, Anne Trickett Wyles, and Mr. Willis Prague Coleman, Jr., of Madison, Wis. Mr. Coleman is the son of Col. Willis Prague Coleman, U. S. A., and Mrs. Coleman.

Sec. Hurley Names Aid

THE Secretary of War, Patrick J. Hurley, has announced the appointment of Mr. Horace Thompson, of Oklahoma City, Okla., as his executive assistant. Mr. Thompson succeeds Mr. John W. Martyn, who was recently appointed Administrative Assistant of the War Department.

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tisers and get re-

sults as they have.

POSTS and STATIONS

ARMY

WEST POINT, N. Y.
Jan. 21, 1931.

An event full of interest and importance took place on Monday afternoon at Cullum Memorial Hall when the United Daughters of the Confederacy presented the Military Academy with a portrait of Gen. Robert E. Lee. The artist, Mr. E. L. Ipsen has portrayed Lee at the time when he was a lieutenant colonel of cavalry and superintendent of the Academy.

On Tuesday evening the West Point Players held their annual meeting for the election of officers. In addition to the business meeting four of Percival Wilde's short plays were presented under the direction of Lt. Gerald E. Galloway.

The first Ladies Afternoon of the new year was held at the Officers Club on Friday afternoon. Mrs. Rex H. Rhoades was hostess and had assisting her at the table Mrs. Walter K. Wilson, Mrs. Montgomery T. Legg, Mrs. Louis L. Shock, Miss Katherine Smith, Mrs. Donald A. Fay, Mrs. Frank N. Roberts, Mrs. William E. Crist, and Mrs. Irving A. Duffy.

Lt. Col. and Mrs. Walter K. Wilson had as their guests at dinner Friday evening Maj. and Mrs. Sandeford Jarman, Maj. and Mrs. Paul W. Baade, Maj. and Mrs. Benjamin F. Caffey, Capt. and Mrs. Marvel H. Parsons, Capt. and Mrs. Harry N. Burkhalter, and Capt. and Mrs. Frank F. Reed.

FT. MEADE, S. D.

Jan. 19, 1930.

MAJ. CHARLES A. BELL, who has been on leave of absence for the past four months, visiting friends and relatives in Portland, Ore., returned Jan. 12.

Maj. and Mrs. E. F. Shaifer were host and hostess to the regular Friday night bowling party on Jan. 9, and after the bowling served refreshments at their quarters.

Capt. and Mrs. John H. Healy gave a dinner and Dubs' bridge party at their quarters at 7:00 p. m., Jan. 8.

The following guests were invited: Col. W. L. Luhn, and Miss Nancy Luhn, Maj. and Mrs. H. A. Hale, Maj. E. F. Shaifer, Maj. and Mrs. J. K. Colwell, Capt. and Mrs. J. A. Blankenship, Capt. and Mrs. H. E. Klopfer, Capt. and Mrs. R. N. Atwell, Capt. and Mrs. C. H. Dayhuff, Capt. and Mrs. J. R. Tighe and Capt. and Mrs. A. E. Forsyth.

Lt. and Mrs. L. D. Pegg were host and hostess to the regular bi-weekly bridge club on Tuesday, Jan. 13. Prizes were won as follows: Capt. A. E. Forsyth 1st, Mrs. H. E. Walker 2nd, and Mrs. von Kessler 3rd.

SELFRIFFE FIELD, MICH.

Jan. 20, 1931

CAPT. AND MRS. V. H. STRAHM have had as their guests Mrs. M. H. Mays and Mrs. Ethel A. Sterling of New York City.

Lt. and Mrs. Norman B. Oleson, recently married, are at home at Mt. Clemens, Mich.

Mrs. George Wald was hostess at a bridge luncheon at her home in Mt. Clemens.

Lt. and Mrs. N. B. Harbold have as their guests Lt. and Mrs. Emmett O'Donnell, recently married.

Lt. and Mrs. Sheldon B. Yoder, recently married, are now at home at Almont, Mich.

FT. GEORGE G. MEADE, MD.

Jan. 20, 1931

CAPT. AND MRS. WINN SHRUM gave a dinner at their new quarters in honor of Mrs. Gentry, house guest of Capt. and Mrs. Larry Cobb.

On Sunday evening Capt. and Mrs. C. M. Culp celebrated their twelfth wedding anniversary with a dinner and bridge. Their guests numbered 12.

On Friday evening Lt. and Mrs. J. E. Purcell gave a dinner at their quarters, later taking their guests to the post hop.

Mrs. Channing Delaplane gave a luncheon on Thursday in honor of her house guest, Mrs. Pernet Patterson of Richmond, Va.

Lt. and Mrs. Robert Carter gave a small

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NAVY

ANNAPOLIS, MD.

Jan. 19, 1931

REAR ADM. SAMUEL S. ROBISON and Mrs. Robison were honor guests at a dinner Jan. 14, given by Dr. and Mrs. Carroll Alden.

Comdr. and Mrs. Henry E. Russell entertained eight guests for dinner Jan. 14, and the following evening gave a dinner honoring Adm. and Mrs. Robison.

The superintendent of the Naval Academy, Rear Adm. S. S. Robison, and Mrs. Robison, gave their annual party for the Navy football squad, entertaining between 175 and 200 guests.

Rear Adm. Saint Clair Smith has left for Panama, where he has been assigned command of the Special Service Squadron. Capt. and Mrs. W. L. Friedell entertained at a dinner party Jan. 16, for 30 guests.

Lt. and Mrs. E. C. Metcalfe entertained at dinner followed by bridge, Jan. 16, in honor of Lt. and Mrs. G. W. Bauernschmidt.

GREAT LAKES, ILL.

Jan. 19, 1931

THE regular annual meeting of the Great Lakes Auxiliary of the Navy Relief Society was held in the Field House at the U. S. Naval Training Station, Great Lakes Ill., on Jan. 15.

The officers elected to serve during the current calendar year were as follows: President: Mrs. Walter S. Crosley; First Vice President, Mrs. David W. Bagley; Second Vice President, Mrs. Micahap, Bonland; Third Vice President, Mrs. Martin Donelson; treasurer, Lt. John M. Higgins, USN; Assistant Treasurer, Charles E. Olsen, USN; Secretary, Mr. Hugh W. Fisher.

Col. Marshall Hadley, well known writer and speaker, delivered an address to the officers and enlisted men of the U. S. Naval Training Station, Great Lakes, Ill., on Jan. 13.

Prior to the address Rear Adm. and Mrs. W. S. Crosley entertained Col. and Mrs. Hadley at dinner at the Commandant's House. The other guests present were Capt. and Mrs. D. W. Bagley, Comdr. and Mrs. G. H. Emmerson, Mr. and Mrs. C. H. Fitz-Hugh, and Mr. Richard Bishoff.

The regular monthly dinner dance of the commissioned officers was given in the Field House at the U. S. Naval Training Station, Great Lakes, Ill., Jan. 14.

NORFOLK, VA.

Jan. 21, 1931

THE outstanding event in Navy circles this week was the dinner dance on Wednesday night in the History Building at the Naval Base.

Mrs. Paul Reed was hostess, assisted by Mrs. Jules James and Mrs. H. G. Bowring. A large number of attractive diners preceded the dance, and among those entertaining were Lt. Comdr. and Mrs. W. H. Stiles who were hosts at a dinner of 12: Lt. Comdr. and Mrs. Howard H. Montgomery who were hosts at a dinner of 12; Lt. and Mrs. David Cummins who entertained 26 guests at dinner; Lt. and Mrs. A. A. Antrim who were hosts at a dinner for 22 and Capt. and Mrs. Paul Reed who were hosts at a small dinner party.

Rear Adm. and Mrs. Guy H. Burrage entertained recently at their quarters in the Naval Base at a dinner party.

Mrs. David Weaver entertained on the 14th at a bridge luncheon given at her quarters in the Naval Base. Her guests numbered 12.

Mrs. Frank H. Brumby and Mrs. Frank Braisted were hostesses at the first meeting of the newly organized bridge club among officers wives of the Navy Yard.

dinner in honor of Mrs. Patterson, Thursday evening.

Lt. Christian Hildebrand entertained a number of guests at a small dinner Friday evening before the hop.

GRANADA, NICARAGUA

Jan. 16, 1931

L. COL. AND MRS. DAN I. SULTAN left Granada on Monday morning to make a three-day trip through the Western Division.

On Monday evening Lt. K. ap Rice and Mrs. S. J. Horn were dinner guests of Lt. and Mrs. W. O. Van Giesen.

Lt. T. A. Lane left Granada Tuesday morning to make a two-day trip to Company A at Camp Deakyne.

Lt. L. W. Finlay completed his field work in the Tipitapa River area and re-

Navy Orders

(Continued from Page 486)

Langley), about June 1; to Flt. Air Base, Pearl Harbor, T. H.

Lt. J. A. Pennington, det. VJ Sqd. 1B, Flt. Base Force, about May 1; to Flt. Air Base, Coco Solo, C. Z.

Lt. W. F. Ramsey, det. USS V-2 about May 15; to Naval Academy.

Lt. H. E. Regan, det. VF Sqd. 1B (USS Saratoga), about Feb. 2; to VF Sqd. 3B, Carrier Div. 2, U. S. Flt.

Lt. (jg) E. C. Buerkle, det. USS S-27; to Subm. Div. 20.

Lt. (jg) W. O. Burch, jr., det. Nav. Air Sta., Pensacola, Fla., about Jan. 24; to USS Pennsylvania.

Lt. (jg) D. T. Day, jr., det. VS Sqd. 5S (USS Richmond) about April 15; to Flt. Air Base, Coco Solo, C. Z.

Lt. (jg) R. N. Downes, det. USS Saratoga about Jan. 24; to USS Decatur.

Lt. (jg) M. P. Evenson, det. Nav. Air Sta., Pensacola, Fla., about Jan. 24; to USS Arizona.

Lt. (jg) M. K. Fleming, jr., det. VO Sqd. 5B (USS Tennessee), about April 15; to Flt. Air Base, Coco Solo, C. Z.

Lt. (jg) C. B. Gill, det. VF Sqd. 5B (USS Lexington), about June 1; to Flt. Air Base, Pearl Harbor, T. H.

Lt. (jg) W. R. Hollingsworth, det. VO Sqd. 4B (USS California) about April 15; to Flt. Air Base, Coco Solo, C. Z.

Lt. (jg) C. B. Jones, det. VF Sqd. 6B (USS Saratoga) about June 1; to Flt. Air Base, Pearl Harbor, T. H.

Lt. (jg) W. T. Jones, det. USS West Virginia about May 15; to Naval Academy.

Lt. (jg) R. G. Lockhart, det. Nav. Air Sta., Pensacola, Fla., about Jan. 24; to USS Arizona.

Lt. (jg) J. S. McClure, det. VF Sqd. 1B (USS Saratoga), about June 1; to Flt. Air Base, Pearl Harbor, T. H.

Lt. (jg) C. W. McClusky, jr., det. VF Sqd. 1B (USS Saratoga) about June 1; to Flt. Air Base, Pearl Harbor, T. H.

Lt. (jg) S. S. Miller, det. VF Sqd. 6B (USS Saratoga), about Feb. 2; to VF Sqd. 3B, Carrier Div. 2, U. S. Flt.

Lt. (jg) E. T. Neale, det. Nav. Air Sta., Pensacola, Fla., about Jan. 24; to VS Sqd. 9S, USS Chester.

Lt. (jg) P. H. Ramsey, det. VF Sqd. 3B (USS Lexington), about Feb. 2; to VF Sqd. 6B, Carrier Div. 2, U. S. Flt.

Lt. (jg) W. C. Schultz, det. USS Pruitt about May 15; to Naval Academy.

Lt. (jg) H. B. Stanley, det. USS California; to USS Aaron Ward. Authorized to proceed by comm. transp.

Lt. (jg) Yates Stirling, 3rd, det. VF Sqd. 2B (USS Langley), about Feb. 2; to VF Sqd. 3B, Carrier Div. 2, U. S. Flt.

Lt. (jg) E. L. B. Weimer, det. VO Sqd. 5B (USS Maryland), about April 15; to Flt. Air Base, Coco Solo, C. Z.

Ens. T. A. Ahroon, det. Nav. Air Sta., Pensacola, Fla., about Jan. 24; to USS Pennsylvania.

Ens. J. B. Duval, jr., det. USS Maryland about Jan. 25; to USS Chicago.

Lt. Comdr. R. E. S. Kelley (MC), det. USS Nitro; to US Nav. Hosp., Great Lakes, Ill.

Lt. Comdr. E. J. Lanois (MC), det. USS Denver; to Navy Yard, Boston.

Lt. G. W. Cooper (MC), det. Public Health Service of Haiti about Feb. 20; to USS Sacramento.

Lt. (jg) W. W. Pierce (CHC), det. USS Henderson about Jan. 16; to USS Oklahoma.

Ch. Gun. E. G. Gardner, det. USS Florida.

turned to Granada on Tuesday after an absence of seven days.

On Wednesday evening, Mrs. D. A. Newcomer entertained at a dinner party in the Hotel Lindbergh for Lts. G. E. Linkswiler, S. J. Horn and T. A. Lane who were returning to Granada on Thursday. Other guests included Miss Betty Carle, of Managua, Mr. Shaw and Mr. Penny, of Rivas.

Lt. G. E. Linkswiler has been relieved of his duties with Company A, and is now in Granada en route to the States on leave. He will report to his next station at Panama in March.

Lt. G. E. Linkswiler was a luncheon guest of Lt. and Mrs. S. J. Horn on Sunday.

Maj. and Mrs. P. R. Hawley entertained at dinner on Thursday evening. Their guests were Maj. J. J. Figueras, Lts. K. ap Rice and H. L. Calvin, Lt. and Mrs. B. B. Telley and Lt. and Mrs. L. W. Finlay.

CHANUTE FIELD, ILL.

Jan. 20, 1931

THE Tuesday Afternoon Bridge Club met at the Officers' Club Jan. 13, with Mrs. G. O. Robeson as hostess.

Capt. and Mrs. Walter Bender entertained with a dinner Jan. 13.

Lt. and Mrs. N. R. Laughinghouse entertained with a dinner on Jan. 14. Their guests were Capt. and Mrs. T. S. Voss, Lt. and Mrs. A. G. Hamilton, and Dr. and Mrs. John O'Connell.

Lt. I. W. Ott flew to Lexington, Ky., over the week-end.

Mrs. C. B. Overacker returned recently from Mitchell Field, L. I., where she has been visiting her mother and father, Maj. and Mrs. Moulton.

Capt. Grant Melvin of Columbus, Ohio, has been the guest of Lt. and Mrs. C. B. Overacker.

Lt. and Mrs. N. R. Laughinghouse entertained with a dinner on Jan. 17.

Lt. and Mrs. A. G. Hamilton entertained with an informal waffle breakfast on Sunday, Jan. 18.

Marine Corps Orders

No changes were announced on Jan. 19.

Jan. 20, 1931

Col. D. C. McDougal, detached Nicaragua National Guard Detachment to Headquarters Marine Corps, Washington, D. C., via first available conveyance after Feb. 1.

1st Lt. R. S. Pendleton, detached MCB, NOB, San Diego, Calif., to MB, Quantico, Va.

Chf. Mar. Grn. Eli J. Lloyd, detached Second Brigade, Nicaragua, to MB, NYd, New York, N. Y., for duty and to Naval Hospital, New York, for treatment.

No changes were announced on Jan. 21, 1931.

No changes were announced on Jan. 22.

Jan. 23, 1931

Capt. W. C. Hall, on Jan. 23, detached MB, Washington, D. C., to Headquarters Marine Corps, Washington, D. C.

Capt. O. C. Hine, AQM, detached Headquarters Marine Corps, Washington, D. C., to MB, Norfolk, NYd, Portsmouth, Va., to report on Jan. 30.

Capt. M. J. Kelleher, detached MB, Norfolk NYd, Portsmouth, Va., to Department of the Pacific via the USAT Cambray scheduled to sail from New York, N. Y., on or about Feb. 17.

Chf. Mar. Grn. F. H. Puttamer, detached AS, WCEF, NAS, San Diego, Calif., to AS, Second Brigade, Nicaragua, via the USS Sirius scheduled to sail from San Diego, Calif., on or about Feb. 20.

ida about Feb. 15; to Navy Yard, Wash., D. C.

Ch. Gun. A. E. Skinner, det. USS Tennessee about March 6; to USS Rigel.

Ch. Gun. R. C. Williams, det. USS AZNE; to 11th Nav. Dist.

Ch. Mach. J. M. D. Knowles, det. USS Lexington about Feb. 2; to USS Algoma.

Ch. Mach. E. S. Nason, det. USS Camden about March 9; to USS Sirius.

Mach. V. A. Cowart, det. Navy Yard, Norfolk, Va., about March 1; to USS Pennsylvania.

Mach. J. M. Stuart, det. USS Sirius about March 17; to Nav. Trng. Sta., Hampton Rds., Va.

Ch. El. W. W. Townsend, det. USS Argonne about March 16; to USS Lexington.

Ch. Rad. El. W. S. MacKay, det. Off. in Chg., Naval Radio Sta., Arlington, Va., about March 9; to USS Chicago.

ASIAN DESPATCH ORDERS OF JAN. 19, 1931

Lt. Comdr. Martin Griffin, det. USS Black Hawk; to U. S.

Army Orders

(Continued from Page 486)

Chaplains

Capt. E. W. Wood's orders amended to assign to duty at Mitchel Field upon completion of pres. tour of foreign service.

Organized Reserves

Lt. Col. M. Croan, assigned to active duty at Ft. Leavenworth, March 15.

Leaves

Two months, 15 days, March 27, to Maj. F. C. Venn, MC.

One month, 15 days, Feb. 15, to 1st Lt. W. E. Lorence, CE.

Three days, Jan. 27, to Lt. Col. R. R. Glass, GSC.

Two months and 25 days, June 12, to 1st Lt. H. A. Malin, Inf.

Warrant Officers

W. O. J. L. Will, promoted Chief Engr. Feb. 1.

W. O. C. Elkin's order amended, assigned duty at Ft. Hayes.

W. O. W. J. Johnson, S. O., referring to amended to read FD 28 P 5040 A 2-1.

Orders to Enlisted Men

Ordered from pres. duty to duty as flying cadets, March Field, Calif.: Pvt. J. M. Treweek, Pvt. C. T. Nowacki, Pvt. N. B. Ash, Pvt. Z. T. Tindell, Pvt. E. Brecht, Jr., Pvt. J. H. Patrick, Pvt. Icl. M. V. B.

Secretary's Letter

(Continued from Page 482)

increased numbers of submarines and destroyers at a time when battleship tonnage was on the point of being and has since been materially reduced. Duty in these types of vessels places upon the shoulders of officers serving in them responsibilities greater than those of similar rank serving in subordinate capacity on larger vessels. Certainly a Navy whose personnel has devoted years to the exercise of command is better fitted to perform its ultimate mission than is one whose personnel has spent their most active years in subordinate billets.

In former days the Navy saw many excellent old-time subordinates rise to command only to find themselves unequal to the responsibilities of the new situation. The present-day Navy is rich in experience in command of smaller craft, submarines and destroyers during and since the war; there can be no question as to the greater suitability of these officers to command our largest ships than had they spent the greater part of their service as subordinates in larger ships. And by the same token, the exercise of individual ship command must surely breed better flag officers than can the continued duties of subordinate in larger ships.

Variety in duty is desirable, but after an early cruise in a large ship "Big ship" duty becomes of less importance to the career of an officer. It has become impossible to give all commanders the opportunity of serving as executive officers in a large ship and such duty is of less importance to the individual than is the successful command of destroyer or submarine in preparing an officer for command and flag rank. Nothing can so well fit an officer for the responsibilities of command and flag rank as the actual experience of command.

Important and essential as are the duties of subordinates in large ships, our ultimate aim in personnel is the training and development of leaders to command. In the view of the Department, subordinate duty on board large ships is of great importance to those ships, but of lesser value to the individual under training for command; to him duty in actual command of even one of the smallest submarines is of the greater value in preparing him to exercise command.

With this in mind the Department directs the publication of this letter as modifying Bureau of Navigation's Circular Letter No. 19-29 to read:

"11. Parallel assignments for training exist in the command of destroyers, of submarines and of certain vessels of the train. With these assignments and with further increase in the number of light cruisers, it should be possible to accord proper assignments to commanders on their final sea duty in that grade."

In assigning captains, commanders, and lieutenant commanders to sea duty the Bureau of Navigation will be guided by the views set forth above.

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TABLE NO. 1
STRENGTH AND DISTRIBUTION

| | ARMY (Promotion-list Officers) | | NAVY (Line) | |
|---------------------------|-----------------------------------|------------------|------------------------|------------------|
| | Authorized Per Cent | Actual number | Authorized Per Cent | Actual number |
| 1. Major General | 0.2 | 21 | (1.0) | 55 |
| 2. Brigadier General | .4 | 46 | 1.0 | (55) |
| Total lines 1 and 2 | (.6) | (67) | | (55 plus 4*) |
| 3. Colonel | 4.3 | 470 | 4.0 | 220 |
| 4. Lieutenant Colonel | 5.3 | 577 | 7.0 | 385 |
| 5. Major | 15.8 | 1,725 | 14.0 | 770 |
| Total lines 3, 4 and 5 | (25.4) | (2,772) | (25.0) | (1,875) |
| 6. Captain | 31.6 | 3,450 | 32.5 | 1,787 |
| 7. First Lieutenant | 24.4 | 2,667 | 24.4 | 1,774 plus 2* |
| 8. Lt. (Jg) and Ensign | 18.0 | 1,974 | 41.5 | 2,282 |
| 9. Second Lieutenant | (42.4) | (4,641) | (41.5) | (2,282) |
| Total lines 6, 7, 8 and 9 | (74.0) | (6,691) | (74.0) | (4,649) |
| Grand total | 100.0 | 10,930 | 100.0 | 5,429 |
| | | 10,690 | | 5,423 plus 59* |

*Extra number in grade.

Baker, Pvt. A. Kempf, Pvt. S. W. Salaty.

Ordered to duty from AC, as flying cadets, to Brooks Field, Tex.: Pvt. W. S. Tussey, Pvt. H. F. DeBuys, Pvt. E. H. Mitchell, Pvt. T. S. Davis, Jr., Pvt. E. B. Gentry, Pvt. C. M. Christenson, Pvt. G. I. Rhoades, Pvt. H. Turner, Pvt. J. R. Gunn, Pvt. L. R. Hughes, Pvt. C. L. Hunt and Pvt. P. P. Peyton.

Retirement of Enlisted Men

Staff Sgt. N. R. Hall, QMC, placed on retired list Jan. 31, Ft. Mason, Calif., sent to home.

Mstr. Sgt. J. Kearney, CAC, placed on retired list, Jan. 31, Ft. Shafter, T. H., sent to home.

Tech. Sgt. D. E. Lane, DEML, placed on retired list, Jan. 31, Phila., Pa., sent to home.

Mstr. Sgt. W. R. Bigler, OD, placed on retired list, Jan. 31, Ft. Sam Houston, Tex., sent to home.

Mstr. Sgt. O. Davis, 16th Inf., placed on retired list, Jan. 31, Ft. Jay, N. Y., sent to home.

LATE WAR DEPARTMENT ORDERS

S. O. No. 18, W. D., Jan. 22, 1931

Quartermaster Corps

Maj. G. H. Steel from duty at Ft. Adams, to New York City, to sail June 11, for the duty in Panama Canal Dept.

Capt. R. W. Bryant from student duty at Holabird QM Depot, to duty with 4th Motor Repair Bn., same station.

Capt. C. Longacre, from pres. duty at Washington to duty at Duncan Field, Tex.

Coast Artillery Corps

From pres. duty to New York City, to sail about March 18, for Hawaiian Dept., 2nd Lt. J. B. F. Dice, Ft. Barrancas, and 2nd Lt. C. H. Fernstrom.

1st Lt. F. A. Mitchell, to 12th Coast Artillery, Ft. Monroe, upon completion of pres. tour of foreign service.

2nd Lt. A. Roth, to 51st Coast Artillery, Ft. Monroe, Va., upon completion of pres. tour of foreign service.

Cavalry

Lt. Col. J. Cocke, from duty in IGD to duty with 11th Cav., Ft. Bliss.

Air Corps

1st Lt. J. L. Hitchings, to New York City to sail about May 5, for Philippine Dept., upon completion of student duty.

Capt. W. O. Butler, to duty at Langley Field upon completion of pres. tour of foreign service.

1st Lt. C. T. Myers, Jr., to duty at Duncan Field, upon completion of pres. tour of foreign service.

1st Lt. G. H. Steel, to duty at Duncan Field, upon completion of pres. tour of foreign service.

1st Lt. W. E. Whitson, to duty at Duncan Field, upon completion of pres. tour of foreign service.

Ordnance Department

Maj. P. R. Farnyville, from duty with N. Y. district ordnance office and additional duty with 2nd CA Organized Reserve, to duty at Aberdeen Proving Ground.

Capt. W. H. Soderholm, relieved from additional duty with 585th Ord. Co. and from further detail with Org. Res.

Maj. R. H. Lee, from duty at Ft. G. G. Meade, Feb. 15, to duty as instructor. Proceed to Washington, D. C., to AIC as student about Aug. 18. Name placed on DOL.

Medical Corps

Maj. E. C. Reinartz, from duty at Wright Field, to duty at Brooks Field.

Maj. B. P. Norwell, to duty at Miller Field, upon completion of pres. tour of foreign service.

Capt. D. M. Walker, from duty at Letterman General Hospital, to San Francisco, sail about April 9, for Hawaiian Dept.

Infantry

Capt. J. J. Finnessy, from Walter Reed Hospital, home, await retirement.

Organized Reserve

To duty, Washington, D. C., with Assistant Chief of Staff, G-2, Feb. 9, the following Military Intelligence Reserve Officers, ranking from date after name,

to be relieved, Feb. 22: Col. J. M. Kenyon, Feb. 9; Lt. Col. S. K. Hornbeck, Jan. 24; Lt. Col. L. H. Mitchell, Jan. 25; Capt. W. J. Quentin, Feb. 9; 1st Lt. B. B. Cain Jr., Dec. 12, and 1st Lt. M. A. Cambouri, Feb. 9

Effective Feb. 8, to arrive home Feb. 21: Col. W. F. Martin, May 24, 1930; Lt. Col. A. J. L. Ford, July 25, 1930; Maj. R. B. Richards, Jan. 10; Capt. S. A. Gutowski, Feb. 23, 1930; Capt. A. B. Mann, Feb. 8; Capt. F. W. Meert, Feb. 8; 1st Lt. C. A. Burrows, Jan. 24; 1st Lt. J. J. Kutch, Feb. 8; 1st Lt. H. E. Lee, Feb. 8, and 1st Lt. R. H. Nelson, Jan. 24.

Effective Feb. 8, to arrive home, Feb. 21: Maj. E. D. Clarkson, Feb. 8, 2nd Lt. V. E. Bundy.

Effective Feb. 9, to arrive home, Feb. 22, 1st Lt. B. A. Dickson.

Effective Feb. 6, to arrive home Feb. 19, Capt. E. B. Layton, Feb. 6, and Capt. M. C. J. Sullivan.

Effective Feb. 7, to arrive home Feb. 20, 1st Lt. O. C. Michelman, Feb. 7, and 2nd Lt. G. Avant, Feb. 7.

Effective Feb. 4, to arrive home, Feb.

17: Maj. C. H. Haskell, Jan. 5, and Capt. C. H. Titus, Feb. 4.

1st Lt. J. H. Pere, Inf-Res., to active duty at Ft. G. G. Meade, March 2, ranking from March 2, relieved to arrive home, May 30.

2nd Lt. A. S. Fell, AC-Res., to active duty, Feb. 18, at Mitchel Field, relieved to arrive home, June 30.

Orders affecting 2nd Lt. W. G. Davis, AC-Res., amended to relieve him from duty to arrive home Jan. 25.

Leaves

Six days to Col. E. Croft, GSC, Jan. 24.

Three months and fours, days, to Col. H. Olin, FD, Feb. 27.

One month and 20 days, to Capt. H. G. Montgomery, AC, March 27.

Three months and 19 days, to 1st Lt. H. D. Kehm, FA, March 15, with permission to visit foreign countries.

Two months, to 1st Lt. H. S. Jordan, Inf., upon arrival in U. S. not longer than Sept. 7, 1931.

Warrant Officer

W. O. T. Mahoney, from Walter Reed Hospital, to home, await retirement.

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HOTEL STEWART

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Text of Inter-departmental Pay Personnel Board Report

REPORT OF INTERDEPARTMENTAL PAY-PERSONNEL BOARD

I-Organization And Procedure

1. The Board was organized as a result of the correspondence shown below:

June 30, 1930

Dear Mr. President:

By the terms of Public Resolution No. 36, 71st Congress, approved Feb. 3, 1930, a Joint Committee has been appointed, consisting of five Senators and five Representatives, to make an investigation and report recommendations by bill or otherwise relative to the readjustment of the pay and allowances of the commissioned and enlisted personnel of the Army, Navy, Marine Corps, Coast Guard, Coast and Geodetic Survey and Public Health Service.

In February, last, the Secretaries of the Treasury, War, Navy and Commerce were advised of the organization of the Joint Committee and of its readiness to receive any recommendations they might be prepared to present, in consequence of which formal responses were received from each of such officials, none of whom presented any recommendations, but each called attention to the report of the so-called Inter-departmental Pay Board.

We find as we study this report and various data that have come to us that the remedy, at least in part, for many of the ills complained of lies not in pay adjustment. We find that in the Army and Navy the large numbers of emergency officers permanently commissioned following the War are themselves not advancing as rapidly as would be desirable under a well ordered scheme and that they are hindering the orderly advancement of officers subsequently commissioned. Under the longevity arrangement which now obtains some of them receive compensation in excess of that received by officers senior to them by from one to three, and in fact, four grades.

Obviously, therefore, the remedy in such circumstances, certainly in part, is promotion legislation, but the Inter-departmental Pay Board, designedly or not, proposes the expedient not only of allowing these existing high rates to continue, but actually of increasing them, thereby, in order to arrive at a graduated pay table without overlapping, permitting such rates to dictate its whole pay schedule with the result that the Inter-departmental Pay Board's proposal is widely out of harmony with any possible program that it would seem we would be justified in endorsing or that we might reasonably expect to be received favorably.

A promotion program that would correct the situation with respect to these emergency officers seems of paramount importance and must, in our judgment, precede pay adjustment.

Promotion injects itself into our problem in still another direction. Our task is to work out a uniform pay bill. We find, however, that in the Navy, officers progress through the several grades more rapidly than in the Army and that the Navy's system, contrary to the Army's, almost insures to every officer who continues physically and professionally competent the ultimate attainment of flag rank. By establishing a uniform pay schedule, parity is not accomplished if one man advances right through the several grades and another, commissioned at the same time and for reasons beyond his control, has his progress constantly impeded so that the age limit overtakes him somewhere along the line. Necessarily, there ensues a difference in career earnings, unless recompense be effected through the medium of longevity increases.

Such a course ignores the worth of a job and gives extra compensation in

the absence of added duties and responsibilities. It is this principle of the present pay law that in large measure is responsible for the high rates recommended by the Inter-departmental Pay Board. It is unsound and tends to discourage those qualities inherent in men who are striving to forge ahead, since it removes or lessens the incentive for advancement in grade if attained by little or no additional compensation.

In view of the foregoing, it is our firm conviction that adjustment of the inequalities which now obtain with respect to promotion should be the first step in pay adjustment and that pay revision should follow and be predicated upon a promotion scheme as nearly uniform as may be consistent and practicable. Pay relief both as to form and measure very largely depends upon the correction of those promotion problems which contribute to the urge for pay relief.

It is thus our desire, Mr. President, that you appoint another Board of officers and charge them with the responsibility of (1) preparing in legislative form promotion legislation that will be as nearly uniform as may be consistent and practicable, and (2) restudying the pay question in the light of such promotion plan and putting the result of such restudy in legislative form. These plans, fully supported by explanatory statements and cost estimates for the fiscal year 1932, we respectfully request may be submitted to the Comptroller General on or before November 1, next, whom we will request to make a study of same.

We trust that the Board may be able to recommend measures free from considerations other than those which look to the promotion of efficiency in each service as a whole, and that, as to cost, will take into account a fiscal situation now strained to the utmost.

The Board should bear in mind that pay relief is sought for men who are presumed to have no other source of income. There would seem to be no real justification for encompassing the National Guard or reserve forces except such members of such components as may devote their whole time to the Government or to their organization as contemplated by law.

It is questionable, also, whether or not revision of the pay of enlisted personnel is warranted, particularly in the Navy. As recently as May 22, 1930, Admiral Hughes told the Naval Subcommittee of the Senate Committee on Appropriations, in response to an inquiry as to whether or not any difficulty was experienced in recruiting, that "a man now has to make application and instead of trying to recruit, we only accept about one man in seven who applies."

The cost element necessarily must and will be taken into account by the Joint Committee. It must largely govern the form and measure of relief.

Very respectfully,
DAVID A. REED
Chairman, Joint Committee

BURTON L. FRENCH
Vice Chairman, Joint Committee
The President
The White House
Washington

July 7, 1930

The Honorable
The Secretary of War
Washington, D. C.

My dear Mr. Secretary:

You will find enclosed a copy of some correspondence from the Joint Committee appointed by Congress to investigate and report upon the schedule of allowances for commissioned and enlisted personnel of the Army, the Navy, Ma-

rine Corps, Coast Guard Service, Coast and Geodetic Survey and the Public Health Service. I desire to comply with the request of the Committee as set out in these memoranda and I would be glad if you would designate someone for this purpose.

I will take occasion to discuss the matter with you personally before any final decision is made, but I wanted you to know the character of the request prior to such discussion.

Yours faithfully,

(Signed) HERBERT HOOVER.

Similar letters were sent to the Secretaries of the Navy, of the Treasury and of Commerce.

2. The members designated by the heads of their respective departments for duty on the Board were as follows:

Rear Adm. Luke McNamee, USN; Brig. Gen. G. S. Simonds, USA; Brig. Gen. J. T. Myers, USMC; Assistant Surgeon General C. C. Pierce, USPHS; Capt. R. S. Patton, Director, USC and GS; Lt. Comdr. L. V. Kielhorn, USCG.

Comdr. H. H. Crosby, USN, was selected by the Board as recorder thereof.

3. The Board met on July 30, 1930, and frequently thereafter, and, having completed its mission, adjourned Oct. 31, 1930.

4. In the preparation of the plans requested by the Joint Committee, the Board has been guided by the wishes of the Committee as expressed in the above quoted letter and by an earnest desire to further the interests of the Government and to promote the efficiency and contentment of the six services involved. In the prosecution of its work, the Board has made full use of reports of various boards of officers on matters of personnel and compensation, and of hearings on these subjects before committees of Congress. From these sources the Board has obtained voluminous data, and sound ideas and suggestions, without which the completion of its work within the time allowed would have been most difficult.

5. Except in certain cases where the meaning is obvious, Army titles of grades are used throughout this report, with the understanding that these titles cover the commissioned personnel of corresponding grades and titles in all of the services involved. The following table shows the corresponding grades and titles now in use in the several services: (Table of Relative Grades was published in the *Army and Navy Journal*, Jan. 3.)

II—Personnel

6. The following brief statements of present conditions affecting the commissioned personnel in the several services are given here in order to present a general comparison of conditions as of July 1, 1930 (Sept. 5, 1930, in the case of the Public Health Service,) and to lay a foundation for the more detailed discussions to follow.

7. Sources of commissioned personnel.

a. Army—For convenience of reference in this report, all officers of the Army, except general officers of the line, are divided into two classes, (1) officers of the Medical Department, chaplains and professors, hereinafter referred to as "non-promotion-list officers," and (2) all other officers referred to as "promotion-list officers."

Promotion-list officers, of whom about 36 per cent are graduates of the U. S. Military Academy, are divided into three general groups as described below. The group of 2,779 pre-War officers, i. e. those appointed prior to April 6, 1917, practically all of whom are field officers, includes at its top a considerable number who were originally Spanish-American War volunteers, and at its foot a small group appointed from civil life in November, 1916, and

March, 1917. Above the latter, and interspersed with the former, are the U. S. Military Academy classes of 1918 and earlier. Between these classes are groups of former enlisted men and civilians appointed as a result of annual examinations, while interspersed throughout the entire group are a few World War emergency officers appointed in the Regular Army to rank from July 1, 1920, in the grade of Major or above.

The World War group of 4,937 officers, appointed in the Regular Army in the grades of captain and below between April 6, 1917, and July 1, 1920, inclusive, is a complex group which includes (1) five U. S. Military Academy classes, (2) appointees as the result of examinations held just prior to and during the war, and (3) former World War emergency officers of various antecedents appointed in the Regular Army as of July 1, 1920.

In the post-War group of 2,907 officers, appointed after July 1, 1920, 70 per cent consists of successive U. S. Military Academy classes of various sizes commissioned July 2, 1920, and subsequently thereto. The remaining 30 per cent are from sources other than the Military Academy and are interspersed between the post-War Military Academy classes.

The sources of non-promotion-list officers are as follows: officers of the Medical, Dental, and Veterinary Corps of the Medical Department and chaplains are drawn from civilian sources; officers of the Medical Administrative Corps consist of former enlisted men; and professors, found only at the U. S. Military Academy, consist of officers who formerly served in one of the various arms or who were appointed directly from civil life. Included among all these categories, except the professors, are many who served as emergency officers in the World War.

b. Navy—Officers of the line are now appointed mainly from graduates of the Naval Academy, with the addition annually of a few warrant officers who qualify on examination. Present line officers in the grades of rear admiral to lieutenant commander, inclusive, are practically all graduates of the Naval Academy with a few ex-warrant officers between classes. Of the lieutenants, about two-thirds are graduates of the Naval Academy and the remainder are former temporary and reserve officers who served during the World War.

Officers of the Medical, Dental, and Chaplain Corps are all from civil life and include a fairly large proportion who served as temporary or reserve officers during the World War.

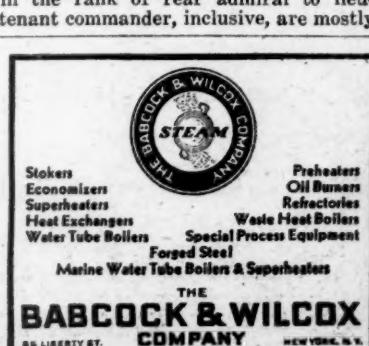
Prior to 1917 the majority of the appointees to the Supply Corps were from civil life, with a few Naval Academy graduates interspersed. Appointees from 1917 to 1923 are from civil life, Naval Academy graduates, former warrant officers, and former temporary and reserve officers who served during the World War. Appointees since 1923 are from Naval Academy graduates, pay clerks, officers of the Supply Corps of the Naval Reserve, and graduates of the Naval Reserve Officers' Training Corps.

Officers of the Civil Engineer Corps in the ranks of rear admiral to lieutenant commander, inclusive, and of lieutenant (jg) are all graduates of the Naval Academy. Officers of the rank of lieutenant are either graduates of the Naval Academy or are former temporary and reserve officers who served during the World War.

Officers of the Civil Engineer Corps in the rank of rear admiral to lieutenant commander, inclusive, are mostly

TABLE NO. 1 (Continued)
STRENGTH AND DISTRIBUTION

| Grade | MARINE CORPS | | COAST GUARD (Line) | | |
|---------------------------|--------------|--------|--------------------|--------|--------|
| | Authorized | Actual | Authorized | Actual | |
| | Per Cent | number | Per Cent | number | Actual |
| 1. Major General | 0.25 | 3 | 3 | ..... | ..... |
| 2. Brigadier General | .55 | 6 | 6 | ..... | ..... |
| Total lines 1 and 2 | (.8) | (9) | (9) | ..... | ..... |
| 3. Colonel | 3.3 | 36 | 36 | 4.0 | 21 |
| 4. Lieutenant Colonel | 4.0 | 44 | 43 | 8.0 | 42 |
| 5. Major | 11.4 | (204) | 122 | 15.0 | 79 |
| Total lines 3, 4 and 5 | (18.7) | 124 | (201) | (27.0) | (142) |
| 6. Captain | 30.3 | 330 | 325 | 30.0 | 133 |
| 7. First Lieutenant | 25.1 | 275 | 275 | ..... | 94 |
| 8. Lt. (jg) and Ensign | ..... | ..... | 43.0 | 226 | 134 |
| 9. Second Lieutenant | 25.1 | 275 | 248 | ..... | ..... |
| Total lines 7, 8 and 9 | (50.2) | (550) | (523) | (43.0) | (226) |
| Total lines 6, 7, 8 and 9 | (85.6) | (850) | (843) | (73.0) | (384) |
| Grand total | 100.0 | 1,093 | 1,058 | 100.0 | 526 |



*Exclusive of the Commandant.

appointees from civil life with a few graduates from the Naval Academy interspersed. The group of lieutenants consist of former temporary and reserve officers who served during the World War, some appointed directly from civil life, and also a very small number of Naval Academy graduates. In the ranks of lieutenant (jg) and ensign are Naval Academy graduates and two appointed from civil life.

c. Marine Corps—Officer personnel in the Marine Corps consist of about 22 per cent from the Naval Academy and 78 per cent from other sources. Included in the group from other sources are those permanently commissioned after temporary commissioned or volunteer enlisted service in the Marine Corps or other military services during the Spanish-American War; those permanently commissioned between 1901 and 1927 from the ranks of the corps, from distinguished military colleges or from civil life; and those permanently commissioned after service in the World War under a temporary or a reserve commission.

d. Coast Guard—With the exception of engineer officers, constructors, and district commanders, all officers of the regular Coast Guard establishment are line officers, and are appointed mainly from graduates of the Coast Guard Academy. Within the last three years a number of officers have been selected for the regular establishment from the list of temporary officers created when the service was expanded in 1924. Those temporary officers, of whom there are about 40, are now taken from graduates of the Naval Academy and of accredited engineering colleges, and are limited in grade to ensign, lieutenant (jg) and lieutenant. Yearly selections from this list to the permanent establishment are made, and temporary officers not so selected are dropped or required to resign.

Engineer officers are no longer appointed, and vacancies which occur are transferred to the line. Constructors are appointed after examination and after producing satisfactory evidence that they are graduates of a full academic or scientific course at a college or university accredited by the Coast Guard. District commanders are selected from warrant and chief warrant officers and chief boatswain's mates in the life saving branch of the service.

e. Coast and Geodetic Survey—Officers of the Coast and Geodetic Survey are commissioned from the list of civilian deck officers, are on a Civil Service status and are appointed through the Civil Service Commission from graduates in civil engineering from recognized technical colleges.

f. Public Health Service—All officers are drawn from civilian sources, but are required to have had at least seven years educational and professional training for appointment in the grade of assistant surgeon, and four years additional training or post graduate work for appointment in the grade of passed assistant surgeon.

Where officers of the Public Health Service are not available for the performance of a particularly specialized work, the President may appoint officers for such duty upon the recommendation of the Surgeon General in any grade above that of assistant surgeon, but not to exceed three in any one year. These special appointments would be made from highly qualified

scientists in the field of public health or associated sciences.

8. Strength and distribution.

a. The authorized and actual strength and distribution of commissioned officers in the several services are given in the attached Tables No. 1 and No. 2.

b. Army—Promotion-list officers are distributed in grades by fixed numbers, but there is no fixed distribution by arms and services. Non-promotion-list officers are authorized in fixed numbers for each corps of the Medical Depart-

ment, chaplains and professors, but in no case is there a fixed distribution as to grades.

c. Navy—Strength and distribution of the line officers are fixed by percentages. The authorized strength of line officers is 4 per cent of the authorized enlisted strength. Strengths of the Supply, Construction, and Civil Engineer Corps are fixed percentages of the authorized strength of the line; of the Medical, Dental and Chaplain Corps, fixed percentages of the total

authorized officers and men of the Navy and Marine Corps.

There are no fixed percentages in grade in the staff corps, promotion depending in general upon the promotion of the line running mate assigned each officer of the staff corps upon original appointment.

d. Marine Corps—Strength and distribution of officers are fixed by percentages. The authorized commissioned strength is 4 per cent of the authorized enlisted strength. The staff consists of

TABLE NO. 3

TABLE NO. 1 (Continued)
STRENGTH AND DISTRIBUTION

| | COAST AND GEODETIC SURVEY | | | PUBLIC HEALTH SERVICE | | |
|---------------------------|---------------------------|--------|--------|-----------------------|--------|--------|
| | Authorized | | Actual | Authorized | | Actual |
| | Per Cent | Number | number | Per Cent | Number | number |
| 1. Major General | | | | 0.4 | 1 | 1 |
| 2. Brigadier General | 0.6 | 1 | 1 | (0.4) | (1) | (1) |
| Total lines 1 and 2 | (0.6) | (1) | (1) | | | |
| 3. Colonel | 3.7 | 6 | 6 | 15.8 | 45 | 45 |
| 4. Lieutenant Colonel | 6.1 | 10 | 10 | 8.3 | 18 | 18 |
| 5. Major | 10.9 | 17 | 17 | 38.7 | 110 | 110 |
| Total lines 3, 4 and 5 | (20.2) | (35) | (35) | (60.8) | (173) | (173) |
| 6. Captain | 25.6 | 47 | 47 | 14.1 | 40 | 40 |
| 7. First Lieutenant | 32.9 | 54 | 54 | 24.7 | 70 | 70 |
| 8. Lt. (jg) and Ensign | | | | | | |
| 9. Second Lieutenant | 17.7 | 29 | 19 | | | |
| Total lines 7, 8 and 9 | (50.6) | (83) | (78) | (24.7) | (70) | (70) |
| Total lines 6, 7, 8 and 9 | (79.2) | (130) | (120) | (38.8) | (110) | (110) |
| Grand total | 100.0 | 164 | 154 | 100.0 | 284 | 284 |

*Number of commissioned officers limited only by appropriations. In addition to the 284 commissioned officers there are 671 full time medical officers who are on a Civil Service Status.

TABLE NO. 2
STRENGTH AND DISTRIBUTION

| Authorized Number | ARMY (Non-promotion-list officers) | | | | | |
|------------------------|------------------------------------|--------------|------------------|-----------------|-----------|------------|
| | Medical Corps | Dental Corps | Veterinary Corps | Med. Adm. Corps | Chaplains | Professors |
| Grade | Actual | Actual | Actual | Actual | Actual | Actual |
| | [number] | [Per cent] | [number] | [Per cent] | [number] | [Per cent] |
| 1. General Officer | | | | | | |
| 2. Colonel | 82 | 8.4 | 7 | 4.5 | 9 | 7.4 |
| 3. Lieutenant Colonel | 66 | 6.7 | 7 | 4.5 | 6 | 4.9 |
| 4. Major | 583 | 59.4 | 102 | 64.9 | 18 | 15.1 |
| Total lines 2, 3 and 4 | (731) | (74.6) | (116) | (73.9) | (31) | (25.4) |
| 5. Captain | 121 | 12.8 | 33 | 21.0 | 78 | 65.9 |
| 6. First Lieutenant | 130 | 13.2 | 8 | 5.1 | 7 | 5.7 |
| 7. Second Lieutenant | | | | | 6 | 5.0 |
| Total lines 5, 6 and 7 | (251) | (25.5) | (41) | (26.1) | (91) | (74.6) |
| Grand total | 982 | 100.0 | 157 | 100.0 | 122 | 100.0 |
| | | | | | 72 | 100.0 |
| | | | | | 120 | 100.0 |
| | | | | | 8 | 100.0 |

TABLE NO. 2 (Continued)
STRENGTH AND DISTRIBUTION

| Authorized Number | NAVY (STAFF) | | | | | |
|------------------------|---------------|----------|---------------|----------|---------------|----------|
| | Medical Corps | | Dental Corps | | Supply Corps | |
| Grade | Actual Number | Per Cent | Actual Number | Per Cent | Actual Number | Per Cent |
| 1. General Officer | 4 | 0.5 | | | 3 | 0.5 |
| 2. Colonel | 83 | 9.3 | | | 74 plus 1* | 13.5 |
| 3. Lt. Colonel | 75 | 8.4 | 21 | 11.5 | 19 | 3.5 |
| 4. Major | 259 | 28.9 | 63 | 34.6 | 95 | 17.3 |
| Total lines 2, 3 and 4 | (417) | (46.6) | (84) | (46.1) | (188 plus 1*) | (34.3) |
| 5. Captain | 223 | 24.8 | 60 | 33.0 | 318 | 57.0 |
| 6. 1st Lieutenant | 251 | 28.1 | 38 | 20.9 | 32 | 5.8 |
| 7. 2nd Lieutenant | | | | | 13 | 2.4 |
| Total lines 5, 6 and 7 | (474) | (52.9) | (98) | (53.9) | (358) | (65.2) |
| GRAND TOTAL | 895 | 100.0 | 182 | 100.0 | 549 plus 1* | 100.0 |
| | | | | | 80 | 100.0 |

* Extra numbers in grade.

TABLE NO. 2 (Continued)
STRENGTH AND DISTRIBUTION

| Authorized Number | COAST GUARD (STAFF) | | | | | |
|------------------------|---------------------|---------|--------------|--------|------------|--------|
| | Prof. of Math. | | Naval Const. | | Civil Eng. | |
| Grade | 4 | 275 | 119 | | | |
| 1. General Officer | | | | | | |
| 2. Colonel | 3 | 75.0 | 22 | 9.3 | 10 | 9.2 |
| 3. Lt. Colonel | 1 | 25.0 | 20 | 8.4 | 8 | 7.3 |
| 4. Major | | | 46 | 19.3 | 31 | 28.4 |
| Total lines 2, 3 and 4 | (4) | (100.0) | (88) | (27.0) | (49) | (44.9) |
| 5. Captain | | | 113 | 47.5 | 40 | 36.7 |
| 6. 1st Lieutenant | | | 51 | 13.0 | 19 | 17.5 |
| 7. 2nd Lieutenant | | | 5 | 2.1 | | |
| Total lines 5, 6 and 7 | | | (149) | (62.6) | (59) | (54.2) |
| GRAND TOTAL | 4 | 100.0 | 238 | 100.0 | 109 | 100.0 |

TABLE NO. 2 (Continued)
STRENGTH AND DISTRIBUTION

| Authorized Number | COAST GUARD (STAFF) | | | | | |
|------------------------|---------------------|----------|---------------|----------|---------------------|----------|
| | Engineer Officers | | Constructors | | District Commanders | |
| Grade | Actual number | Per Cent | Actual number | Per Cent | Actual number | Per Cent |
| 1. General Officer | | | | | | |
| 2. Colonel | 18 plus 1* | 45.0 | | | | |
| 3. Lieutenant Colonel | 16 | 40.0 | 1 | 20.0 | | |
| 4. Major | 6 | 15.0 | (2) | (40.0) | 8 | 23.1 |
| Total lines 2, 3 and 4 | (40 plus 1*) | 100.0 | 5 | 100.0 | (10) | (76.9) |
| 5. Captain | | | | | | |
| 6. 1st Lieutenant | | | | | | |
| 7. 2nd Lieutenant | | | | | | |
| Total lines 5, 6 and 7 | | | | | | |
| GRAND TOTAL | 40 plus 1* | 100.0 | 5 | 100.0 | 10 | 100.0 |

* Extra number in grade.

High Grade
Uniforms
and
Equipment
for Officers
of the Army,
Navy, Marine
Corps, and
U. S. P. H. S.

"De Luxe"
Quality Caps
JACOB REED'S SONS
1424-1426 CHESTNUT STREET
PHILADELPHIA
1127-1129 BOARDWALK
ATLANTIC CITY



8 per cent of the line distributed as follows: Adjutant and Inspector's Department, 60 per cent. Both line and staff are on a single promotion list.

e. Coast Guard—The strength and distribution of commissioned officers are fixed by numbers in the annual appropriation act.

f. Public Health Service—The com-

misioned strength is determined by the amount provided for the pay of commissioned officers in the annual appropriation. Fifty-five additional commissioned officers were authorized by the Act of April 9, 1930, and they were appointed on Sept. 5, 1930. The distribution of officers in grades is not fixed.

g. Coast and Geodetic Survey—Under normal conditions the average age of entry is 23 years, making the average full career 41 years. The Coast and Geodetic Survey was placed on a commissioned status on July 1, 1917, and the officers fall naturally into two groups: those who were appointed prior to that date and those appointed

since that date. For those officers who were appointed prior to July 1, 1917, service is shown since entry into the service; for those officers appointed since that time only commissioned service is shown.

h. Public Health Service—The average age of entrance into the Public Health Service in the grade of assistant surgeon is 27 years. The total career thereafter averages about 37 years to retirement at 64, if physically disabled when that age is reached.

10. Promotion Systems in Force

a. Army—To major general of the line by selection from brigadier generals of the line. To brigadier general of the line, by selection from colonels of the line whose names are on an eligible list which is revised annually.

In the case of promotion-list officers, promotion to all grades from colonel to first lieutenant, inclusive, by seniority in order of standing on a single promotion list. Non-promotion-list officers are promoted after fixed years of service and without regard to vacancies.

Promotions to grades below brigadier general are subject to physical examination and, in the Medical, Dental, and Veterinary Corps, to professional examination.

In addition to the foregoing permanent promotions, appointments for four years as chief of staff with the rank of general, as chief of farms or services with the rank of major general, or as assistant chiefs of arms or services with the rank of brigadier general, are made respectively, by selection from general officers of the line, from officers not below the grade of colonel (except in the Air Corps), and from officers of 15 years' service.

b. Navy—To rear admiral, captain and commander of the line, by selection from officers in the next lower grade who have had four years' service therein, including two years' sea service.

To lieutenant commander and lieutenant, by seniority; lieutenants (jg) are promoted only after three years' service in grade.

To lieutenant (jg) after three years in the grade of ensign.

All staff officers are assigned line officers as running mates and are promoted, irrespective of vacancies, except not in excess of a limited number in the rank of rear admiral, and subject to selection to the ranks of commander, captain and rear admiral. For the ranks of commander and captain, the percentage of those eligible (because of line running mates selections) who may be selected, may not exceed the percentage of line selections for the corresponding grades. No length of service qualification is necessary.

All promotions are subject to physical and professional examination.

Four admirals and three vice admirals hold such temporary rank for certain command assignments. Eight chiefs of bureau and the Judge Advocate General have temporary rank, while in such office, of rear admiral.

c. Marine Corps—To major general, by selection from brigadier generals. To brigadier generals, by selection from colonels of the line whose names appear on an unlimited eligible list.

To colonel to first lieutenant, inclusive, by seniority.

All promotions are subject to physical examinations. Promotions to

TABLE NO. 8

TABLE NO. 3

| Grade | MAXIMUM—AVERAGE—MINIMUM AGES | | | | | |
|-----------------|------------------------------|----------------|-----------------|------------------------|---------------------|--------------------------|
| | Army (Pro. list) | Navy (Line) | Marine Corps | Coast Guard (Line)* | C. and G. Survey | Public Health Service |
| General Officer | 63-59-50 | 63-59-53 | 60-57-48 | 63-55-49 | 47 | 61 |
| Colonel | 63-57-48 | 56-50-44 | 57-52-49 | 62-53-46 | 67-57-52 | |
| Lt. Colonel | 63-51-45 | 50-44-40 | 56-49-46 | 53-46-40 | 49-46-42 | 60-60-44 |
| Major | 61-43-33 | 49-39-33 | 50-43-36 | 44-36-29 | 54-43-38 | 62-44-33 |
| Captain | 63-40-32 | 52-37-28 | 58-39-32 | 43-31-26 | 41-34-27 | 53-34-25 |
| 1st Lieutenant | 60-34-27 | 31-28-24 | 57-38-27 | 32-26-24 | 34-28-24 | 56-29-23 |
| 2nd Lieutenant | 35-26-21 | 35-25-20 | 31-35-21 | 27-26-22 | 27-24-23 | |

* Excluding temporary officers who are restricted to the grades of Lieutenant (senior grade) and below.

TABLE NO. 4

MAXIMUM—AVERAGES—MINIMUM AGES

| Grade | Army (Non-promotion-list Officers) | | | | | |
|-----------------|------------------------------------|-----------------|---------------|--------------------|-----------|----------|
| | Medical Corps | Dental Corps | Vet. Corps | Med. Adm. Corps | Chaplains | Profs. |
| General Officer | 63-56-49 | 62-56-51 | 60-56-51 | | | 63-53-47 |
| Colonel | 57-50-45 | 54-49-45 | 53-49-45 | | 62-59-51 | 53-50-46 |
| Lt. Colonel | 63-45-38 | 54-41-36 | 51-44-38 | | 58-51-37 | |
| Major | 58-36-27 | 46-37-27 | 55-39-34 | 61-51-38 | 56-47-38 | |
| Captain | 33-29-26 | 32-29-26 | 33-31-29 | 35-33-30 | | |
| 1st Lieutenant | | | 29-27-33 | 35-31-26 | 46-38-28 | |
| 2nd Lieutenant | | | | | | |

| Grade | MAXIMUM—AVERAGE—MINIMUM AGES | | | | | |
|-----------------|------------------------------|-----------------|-----------------|-----------|------------------------|-----------------------|
| | Medical Corps | Dental Corps | Supply Corps | Chaplains | Professors of Math. | Naval Constructors |
| General Officer | 63-63-62 | | 63-59-53 | | | 61 |
| Colonel | 63-54-46 | | 60-52-46 | 59-52-45 | 68-61-60 | 59 |
| Lt. Colonel | 62-48-40 | 52-44-41 | 56-46-41 | 47-42-35 | 58 | 58-55-51 |
| Major | 57-40-34 | 48-40-33 | 53-41-34 | 54-43-36 | | 46-44-37 |
| Captain | 60-40-29 | 55-40-29 | 62-40-34 | 42-35-29 | | 40-36-33 |
| 1st Lieutenant | 36-28-22 | 35-29-23 | 52-28-23 | 35-34-27 | | 63-41-28 |
| 2nd Lieutenant | | | 37-28-22 | | | 54-39-32 |

| Grade | MAXIMUM—AVERAGE—MINIMUM | | | | | |
|-----------------|-------------------------|----------|----------|--|--|--|
| | Coast Guard (Staff) | | | | | |
| General Officer | | | | | | |
| Colonel | 62-57-51 | | | | | |
| Lt. Colonel | 54-47-44 | 61 | | | | |
| Major | 44-41-36 | 54 | 55-55-55 | | | |
| Captain | | 32-30-29 | 55-48-40 | | | |
| 1st Lieutenant | | | | | | |

TABLE NO. 5

MAXIMUM—AVERAGE—MINIMUM Lengths of Commissioned Service

| Grade | MAXIMUM—AVERAGE—MINIMUM Lengths of Commissioned Service | | | | | |
|-----------------|---------------------------------------------------------|----------------|-----------------|-------------------------|------------------------|--------------------------|
| | Army (Pro. list) | Navy (Line) | Marine Corps | Coast Guard (Line)** | C. and G. Survey*** | Public Health Service |
| General Officer | 41-35-27 | 44-39-33 | 37-33-30 | 30-32-28 | 26 | 36 |
| Colonel | 41-31-30* | 35-28-24 | 35-30-24 | 29-23-20 | 39-34-26 | 41-31-26 |
| Lt. Colonel | 30-27-23* | 27-23-20 | 30-26-25 | 28-23-20 | 28-24-23 | 32-26-20 |
| Major | 24-17-13* | 20-17-13 | 25-19-15 | 20-15-8 | 31-20-16 | 32-20-8 |
| Captain | 18-11-10 | 13-11-7 | 19-12-10 | 8-6-4 | 16-11-6 | 26-6-3 |
| 1st Lieutenant | 12-9-5 | 7-5-3 | 13-9-5 | 6-3-2 | 6-5-1 | 9-4-0 |
| 2nd Lieutenant | 6-2-0 | 2-1-0 | 5-2-1 | 2-1-0 | 1-1-0 | |

* Exclusive of a few World War Officers appointed in field grades in 1920 who have relative short service.

** Excluding temporary Officers who are restricted to the grade of Lieutenant (senior grade) and below.

*** The Coast and Geodetic Survey was placed on commissioned status July 1, 1917. Total service is shown for Officers who were in the service on that date.

TABLE NO. 6

MAXIMUM—AVERAGE—MINIMUM Lengths of Commissioned Service

| Grade | ARMY (Non-promotion-list Officers) | | | | | |
|-----------------|------------------------------------|-----------------|---------------------|--------------------|-----------|------------|
| | Medical Corps | Dental Corps | Veterinary Corps | Med. Adm. Corps | Chaplains | Professors |
| General Officer | | | 19-19-19* | 13-13-13* | | |
| Colonel | 27-21-20 | | 19-19-19* | 13-13-13* | | |
| Lt. Colonel | 19-12-10 | | 15-12-10 | 13-11-10 | | |
| Major | 12-6-2 | 18-8-1 | 13-11-8 | 10-10-10* | 18-11-10 | |
| Captain | 8-1-0 | 8-1-0 | 6-5-4 | 6-6-5 | 14-11-4 | |
| 1st Lieutenant | | | 3-2-0 | 4-2-0 | 5-2-0 | |
| 2nd Lieutenant | | | | | | |

* Officers of the Dental, Veterinary and Medical Administration Corps were not commissioned prior to 1911, 1916 and 1920, respectively.

| Grade | NAVY (Staff) | | | | | |
|-----------------|------------------|-----------------|-----------------|-----------|------------------------|-----------------------|
| | Medical Corps | Dental Corps | Supply Corps | Chaplains | Professors of Math. | Naval Constructors |
| General Officer | 41-38-36 | | 38-35-30 | 31-20-14 | 31-28-24 | 39-30-24 |
| Colonel | 39-30-22 | | 36-27-23 | 35-23-18 | 17 | 25-20-17 |
| Lt. Colonel | 31-21-17 | 17-16-16 | 35-23-18 | 15-13-12 | | 24-23-21 |
| Major | 28-14-10 | 17-13-10 | 31-16-13 | 13-12-10 | | 19-14-12 |
| Captain | 13-10-5 | 13-11-5 | 13-11-10 | 9-8-6 | | 13-11-7 |
| 1st Lieutenant | 4-1-0 | 4-2 | | | | |

grades below brigadier general are also subject to professional examinations.

The Major General Commandant is appointed for four years, from not below the grade of colonel, and during his term of office has the rank of a major general. Heads of the staff departments, except the present head of the Paymaster's Department who holds a permanent appointment, are detailed for a period of four years, with the temporary grade of brigadier general.

d. Coast Guard—The commandant of the Coast Guard is selected for four years from the list of line officers not below the grade of commander. The other line officers, from captain to lieutenant (jg) inclusive, are promoted by seniority in order of standing, on a single promotion list. However, a minimum commissioned service of eight years is required before promotion to lieutenant commander, and, in the case of lieutenant, at least two years' service in the grade of lieutenant (jg). Promotion to lieutenant (jg) from ensign is made after three years' service in the lower grade (effective July 1, 1931). Constructors enter with corresponding rank of lieutenant commander and commander, respectively. District commanders (life saving branch) enter with corresponding rank of lieutenant and receive one promotion after 10 years' service.

e. Coast and Geodetic Survey—All promotions are made upon the recommendations of a personnel board. Promotions can be made to fill vacancies only, and are by seniority unless there exist reasons for not promoting the officer at the top of the list.

Promotions to and below the rank corresponding to captain are subject to physical and professional examinations.

The director, with rank corresponding to colonel, is appointed for four years from officers not below the rank corresponding to lieutenant colonel.

f. Public Health Service—The Surgeon General is appointed for a period of four years from the commissioned medical officers of the service.

Assistant surgeons general are detailed for periods of four years' service as such by the Surgeon General and while so serving have the rank and pay of a colonel.

All promotions are made after fixed periods of service in accordance with the Act of April 9, 1930, following the promotion system of the Medical Corps of the U. S. Army.

11. Present and prospective rates of promotion under existing laws.

a. Army—For promotion-list officers the present and prospective rates of promotion, under existing law, will cause unbalanced careers for practically all officers. Some grades are now over-aged and this condition will become progressively worse. The World War group will cause most grades to be over-aged at some time. The result is that many efficient officers will be denied the opportunity to arrive near the top of their profession, which their age and attainments should permit, and there is, and will be, great disparity in promotion rates of officers of about the same length of commissioned service.

For non-promotion-list officers, the promotion rate is fixed by definite years of service as shown in the following table. This is resulting in some cases in an increasing percentage of officers in the higher grades and an increasingly badly balanced organization.

| Initial grade | Medical and Dental Corps | Veterinary Corps | Medical Adm. Corps | Chaplains | Professors |
|---------------------|--------------------------|------------------|--------------------|--------------|------------|
| | 1st Lt. | 2nd Lt. | 2nd Lt. | 1st Lt. | Lt. Col. |
| Promoted to: | | | | | |
| 1st Lt. after | | 3 years | | 5 years | |
| Capt. after | 3 years | 7 years | 10 years | 5 years | |
| Major after | 12 years | 14 years | Not promoted | 14 years | |
| Lt. Col. after | 20 years | 20 years | | 20 years | |
| Col. after | 26 years | 26 years | | Not promoted | 10 years |

Normal attrition, i. e., that due to ordinary causes, is the only attrition the Army now has. The present average of slightly less than 3 per cent is irregular and inadequate. If a satisfactory rate of promotion were to be established and maintained, without some form of extra attrition, there would be no means of preventing an excess of officers in the higher grades.

b. Navy—The distribution of an officer's career in the several grades has, since the war, been satisfactory owing to the gradual expansion of the Navy to the authorized strength. The several grades are now full to capacity, however, and the time spent in the lower grades is increasing materially. The periods in the lower grades now are

too long for proper training, and in the upper grades, except the flag rank, too short.

The age in grade also will be somewhat higher than commensurate with the physical demands of the duties of the several grades above lieutenant (jg).

Except for inequalities of age in grade retirement discussed later, line officers of the same class or group have equal opportunities of promotion. However, the opportunities of some of the several classes, as a whole, above the World War group will not be equal to others for the reasons cited in Appendix B. Since officers of the staff corps are promoted with line running mates similar conditions obtain for the staff corps.

Normal attrition is estimated at about 4 per cent per year but is irregular from year to year. This irregular attrition results in an uneven flow of promotion to the various grades.

Extra attrition is now provided by the retirement of non-selected officers. It is provided only in the line and in the upper grades thereof. The total extra attrition is satisfactory but its application to the upper grades only results in drastic elimination applied to officers of long service. Large classes are subjected to disproportionately large attrition. Older officers in each class or group are retired by reason of age in grade (only temporarily suspended) before their classmates, and possibly before acquiring eligibility for promotion by four years' service in grade. Lack of extra attrition in the staff corps will eventually cause the top of each selection grade to be occupied by officers repeatedly passed over; will lower annual vacancies and hence annual replenishment with new blood, and will cause the average age and length of service of each corps as a whole to increase rapidly.

The principle causes of the difficulties above noted are: the World War group, prolonged service in the upper grades authorized for non-Naval Academy line officers, classes of varying size, unsatisfactory distribution, confining of extra attrition to the upper grades and to the line, and age in grade retirement (temporarily suspended) to the line.

The absence of selection in the junior grades causes relative merit to be disregarded until officers are well along in their careers. It also causes attrition incident to non-selection to be distributed among the higher grades of the line only. The promotion system is not adapted to variations in the size of classes and fails to establish equality of opportunity.

Increasing length of service in grade will materially increase the cost of the active list and deferred elimination incident to non-selection will greatly increase the cost of the retired list.

c. Marine Corps—The distribution of an officer's career in the several grades is not satisfactory in any grade, being too irregular and uncertain. The periods spent in the several grades are now longer than sufficient for proper training. Ultimately the reverse of this condition will obtain, and officers will pass through certain grades too rapidly for proper training.

There is some over-age in certain grades at present, with prospects that this condition will gradually become such as seriously to affect efficiency.

There is no equality of opportunity under the existing system. Some offi-

cers will spend two-thirds of a normal career in the field and general officers' grades, while others will spend the same proportion of a career in the company officers' grades. Some can look forward only to retirement as majors, while others will spend from one-fourth to one-half of a normal career in the general officers' grades.

Normal attrition is practically the only attrition the Marine Corps now has. It now averages about 4 per cent per year but indications point to a gradual decrease. It is insufficient to insure a healthy condition of the active list. Normal attrition is by nature irregular and uncertain, and is distributed irregularly in the various grades, being greatest in the upper

and lower grades and least in the intermediate grades.

While the Marine Corps has two measures in its present system designed to increase attrition (age-in-grade retirement of colonels not on eligible list for brigadier general, and of lieutenant colonels, majors and company officers who fail professionally in reexamination for promotion), they may be characterized in general as non-effective in so far as relieving the general stagnation that confronts the Marine Corps.

d. Coast Guard—During the World War the Coast Guard was not enlarged as were the other military services, but was absorbed as a part of the Navy in accordance with the basic act creating the Coast Guard. In 1923 an expansion took place which resulted in a number of long-delayed promotions in the senior grades as well as very rapid promotions in the lower grades. Today the situation is unique. Promotion in the upper grades has practically stopped. There will be but one retirement on account of age up to Jan. 1, 1935. There will be but 11 such retirements in the next ten years. On the other hand there are nearly 200 vacancies at the bottom of the list, which means that young officers may expect promotion within the minimum time until they reach the grade of lieutenant, where they face stagnation for an indefinitely long period.

e. Coast and Geodetic Survey—Prospective rates of promotions under existing law cannot but cause unbalanced careers for all officers. So long as present conditions obtain, officers of practically the same length of service will be serving in different grades and ranks.

Attrition due to natural causes is the only attrition the Coast and Geodetic Survey has. This is irregular and inadequate. There will be four retirements for age in the next 15 years and resignations are confined largely to the grades corresponding to first and second lieutenants.

f. Public Health Service—The rate of promotion is determined by fixed years of service in each grade. All promotions are subject to physical examinations and promotions to the grades corresponding to captain and major are subject also to written professional examinations.

12. Methods of Separation from Active List.

a. Army (1) Retirements.—An officer may be retired, upon his application, after 30 years of service; he is retired, upon his application, after 40 years of service; he may be retired, involuntarily, after 45 years of commissioned service or after reaching 62 years of age; and he must be retired for age at 64 years. An officer of over 10 years' service, if finally placed in Class B (legally defined as "officers who should not be retained in the service"), if classification was not due to his neglect, misconduct or avoidable habits, is retired. An officer found physically disqualified for active field service is retired. He may be wholly retired if the disability is not in line of duty. A lieutenant colonel or major of the Medical Department is retired for failure on examination for promotion.

A retired officer receives 75 per cent of the active duty pay received at the time of retirement, except (a) that if found physically disqualified on examination for promotion he receives the next higher grade and 75 per cent of the pay thereof; (b) that a former chief of arm or service who has served four years as such, receives the retired pay of a major general; (c) that a retired Class B officer receives 2½ per cent of the active duty pay for each year of commissioned service, not exceeding 60 per cent; and (d) that a July 1, 1920, appointee who was then over 45 years of age, when retired for age at 64 years. An officer found physically disqualified for active field service is retired. He may be wholly retired if the disability is not in line of duty.

A retired officer receives 75 per cent of the active duty pay received at the time of retirement, except (a) that if found physically disqualified on examination for promotion he receives the next higher grade and 75 per cent of the pay thereof; and (b) that an officer retired with less than 30 years' service receives 2½ per cent of active duty pay for each year of service.

An officer who resigns or is dismissed receives nothing; and an officer wholly retired or honorably discharged for failure on examination for promotion receives one year's pay.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service, (a) by dismissal on approved sentence of court-martial, or, in time of war, by order of the President; (b) by being wholly retired for physical disqualification not in line of duty; and (c) by being discharged for moral failure on reexamination for promotion. Officers failing professionally upon reexamination for promotion, if of less than 10 years' service, are honorably discharged; if of over 10 years' service, exclusive of U. S. Naval Academy service, are retired upon reaching the ages of: lieutenant colonel, 50 years; major and company-officer grades, 45 years. Colonels, not on a line or staff eligible list for promotion, are retired upon reaching the age of 56 years.

sional reexamination for promotion in the case of a captain or lieutenant of the Medical Department, or, if of less than 10 years' service, for being placed finally in Class B.

b. Navy (1) Retirements—An officer may be retired, upon his application, after 30 years' of service; he is retired, upon his application, after 40 years of service; and he must be retired for age at 64. An officer found physically disqualified for the duties of his office is retired. He may be wholly retired if the disability is not in line of duty.

A retired officer receives 75 per cent of the active duty pay received at the time of retirement, except (a) that if found physically disqualified on examination for promotion from a junior grade from which promotion is by seniority, he receives the next higher grade and 75 per cent of the pay thereof; (b) that if retired, because ineligible for promotion, with less than 30 years' service, he receives 2½ per cent of active duty pay for each year of service; and (c) that if retired for physical disability not in line of duty, he receives 50 per cent of active duty pay.

An officer who resigns or is dismissed receives nothing; and an officer who is wholly retired or dropped for failure on examination for promotion receives one year's pay.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service (a) by dismissal on approved sentence of court-martial, or, in time of war, by order of the President; (b) by being wholly retired for physical disqualification not in line of duty; (c) by being dropped after two successive failures, in the case of officers below the grade of lieutenant commander, on professional examination for promotion; and (d) by being dropped for moral failure on examination for promotion. Line officers not promoted out of the respective grades, retire for age in grades as follows: captains, 56 years; commanders, 50 years; lieutenant commanders, 45 years (this temporarily substituted until March 1931, by retirement of captains after 35 years' commissioned service; commanders, after 28 years; lieutenant commanders, after 21 years). A special provision prohibits forced retirement for age-in-grade of non-Naval Academy graduates entering service as a result of war conditions before they have served 10, 6, and 8 years, respectively, as lieutenant commanders, commanders and captains. Officers of staff corps are not subject to forced retirement.

c. Marine Corps (1) Retirements—An officer may be retired, upon his application, after 30 years of service; he is retired, upon his application, after 40 years of service; he may be retired, involuntarily, after 45 years of commissioned service or after reaching 62 years of age; and he must be retired for age at 64 years. An officer found physically disqualified for active field service is retired. He may be wholly retired if the disability is not in line of duty.

A retired officer receives 75 per cent of the active duty pay received at the time of retirement, except (a) that if found physically disqualified on examination for promotion he receives the next higher grade and 75 per cent of the pay thereof; and (b) that an officer retired with less than 30 years' service receives 2½ per cent of active duty pay for each year of service.

An officer who resigns or is dismissed receives nothing; and an officer wholly retired or honorably discharged for failure on examination for promotion receives one year's pay.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service, (a) by dismissal on approved sentence of court-martial, or, in time of war, by order of the President; (b) by being wholly retired for physical disqualification not in line of duty; and (c) by being discharged for moral failure on reexamination for promotion. Officers failing professionally upon reexamination for promotion, if of less than 10 years' service, are honorably discharged; if of over 10 years' service, exclusive of U. S. Naval Academy service, are retired upon reaching the ages of: lieutenant colonel, 50 years; major and company-officer grades, 45 years. Colonels, not on a line or staff eligible list for promotion, are retired upon reaching the age of 56 years.

d. Coast Guard (1) Retirements—An officer may be retired, upon his application, after 30 years of service; and he must be retired for age at 64 years. An officer found physically disqualified for reasons incident to the service is retired.

A retired officer receives 75 per cent of the active duty pay at the time of retirement, except, (a) that when an officer retires with more than 40 years' service, he retires with the rank and retired pay of one grade above that held by him at the time of retirement; and, (b) that if found physically disqualified on examination for promotion he receives the next higher grade and 75 per cent of the pay thereof.

An officer who resigns, is dismissed or dropped, receives nothing.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service (a) by dismissal on approved sentence of court-martial; and (b) by being dropped for physical disqualification not in line of duty. After two successive failures on professional examination for promotion, officers are placed at the bottom of their grades and thereafter are out of the line of promotion.

e. Coast and Geodetic Survey (1) Retirements—An officer may be retired, upon his application, after 30 years' of service; he is retired upon his application, after 40 years' of service; and he must be retired for age at 64 years. An officer found physically disqualified for the duties of his office is retired.

A retired officer receives 75 per cent of the active duty pay at the time of retirement.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service by dismissal on approval of the President, after investigation by a board of commissioned officers of the service convened by the President or the Secretary of Commerce. (No eliminations have ever been obtained in this manner).

f. Public Health Service (1) Retirements (Waiting orders)—An officer may be placed on waiting orders for failure on examination for promotion to the grade of senior surgeon or medical director for reasons other than physical; and he is placed on waiting orders if physical disabilities are found, upon an examination required at the age of 64 years, which unfit him for active duty. An officer found physically disqualified in line of duty at any age is placed on waiting orders.

An officer on waiting orders receives 75 per cent of the active duty pay received at the time of retirement except (a) that an officer commissioned under the Act of April 9, 1930, at an age

greater than 45 years, if placed on waiting orders for disability incurred in line of duty, receives 4 per cent of active duty pay for each complete year of service, not exceeding 75 per cent; and (b) that an officer placed on waiting orders for failure on examination for promotion for reasons other than physical, receives 2½ per cent of active duty pay for each complete year of active service not exceeding 60 per cent.

An officer who resigns or is dismissed receives nothing; and an officer honorably discharged for failure on examination for promotion to the grade of passed assistant surgeon or surgeon for reasons other than physical, receives six months' or one year's pay and allowances, respectively.

(2) Resignations—An officer may submit his resignation at any time, but acceptance is at the pleasure of the President.

(3) Eliminations—An officer is separated from the service (a) by dismissal on approval of the President after investigation by a board of commissioned officers convened by the Secretary of the Treasury; and (b) by failure on examination for promotion to the grade of passed assistant surgeon or surgeon for reasons other than physical.

13. As a general guide in its consideration of promotion in the six military services now associated together for pay purposes, the Board felt that it could do no better than adhere to the basic principles stated in the report, dated Sept. 3, 1927, of the Military-Naval Promotion System as applicable in the case of the Army, Navy and Marine Corps. This statement (with minor changes) is as follows:

a. A military service must have a corps of commissioned officers, adequate in number, capable in the performance of their duties, and reasonable in cost to the Government.

b. The promotion system must envisage and be adapted to augmentation of our peace-time forces in war and to maximum military efficiency.

c. A high quality of officer material must be attracted to the service, and the morale, zeal and professional interest of the officers on the active list must be maintained. There must be attractiveness and reasonable assurance of stability of a career in the military or naval forces. These demand reasonable pay, reasonable advancement, reasonable permanency of commission, equality of opportunity, and satisfactory remuneration upon termination of active service.

d. Efficiency demands that the full career of an officer be distributed in various grades, in such manner that a thorough but not unduly prolonged training will be afforded in each grade in preparation for the duties of the successive higher grades.

e. The distribution of the authorized total number of officers among the several grades should necessarily be in diminishing numbers as the scale of rank ascends. Such distribution should be determined by (1) war requirements, (2) peace-time limitations, and (3) reasonable progression throughout the active careers of officers.

f. Reasonable and regular progression in rank throughout the active careers of officers, with proper periods of training and experience in each grade, combined with maintenance of a sound and stable distribution, will, on account of diminishing numbers in the higher grades, be productive of a surplus in the various grades that normal promotion and attrition will not accommodate. It is necessary to provide means for the prevention of this surplusage.

g. The interests of the Government are paramount, the interests of the individual must be conserved in so far as compatible therewith.

h. The interests of the Government demand the early separation from the active list of the unfit and the survival of the best in the higher grade.

i. Officers separated from the active list should, in so far as qualified and suitable for service in an emergency, be given a status that holds them available for such service.

j. Retirement is an essential feature of a military or naval system. All officers build up an equity therein from the time of entering the service. The remuneration of officers honorably separated from the active list for the convenience of the Government should satisfy this equity.

k. The cost to the Government must be kept to a minimum consistent with the production of adequate and efficient forces for the national defense.

14. From the statements of present conditions given above, it is evident that

the existing personnel systems pertaining to commissioned officers in the six services differ greatly, and the careers which officers now have before them must necessarily be far from uniform with respect to rate of advancement. Furthermore, in most of the systems there is a distinct lack of conformity with the basic principles which, for the good of the individual, for the efficiency of the service, and, consequently, for the best interests of the Government, should form the foundation thereof.

A careful study of conditions convinced the Board that a standardized method of promotion for all six services would not be practicable nor desirable at the present time on account of the many differences in organization, composition of personnel, character of duties, and existing personnel systems, but that, under normal conditions, there can and should be in the services an approximately standardized rate of promotion.

After long consideration of the subject, the Board reached the general conclusion that the most suitable existing basis for equalizing promotion is the rate of advancement that would result for the line of the Navy if H. R. 1190 (71st Congress (the Britten bill), were enacted into law. The ultimate effect of this legislation would be to establish a cycle of promotion in the Navy under which the successful line officer would spend seven years in each grade, counting the two lower grades as one. However, due to existing personnel conditions in the Navy, this eventual rate would not be attained for a period of more than 20 years. The rates actually predicted for the 10 year period ending in 1941 if H. R. 1190 were enacted into law by the 71st Congress, although varying considerably in the early years of that period, show a continual approach to the following schedule of promotion:

To first lieutenant—after 3 years of commissioned service.

To captain—after 10 years of commissioned service.

To major—after 17 years of commissioned service.

To lieutenant colonel—after 22-23 years of commissioned service.

To colonel—after 28 years of commissioned service.

The Board therefore determined that the Navy rate of promotion under H. R. 1190 (with such small changes in rate as would be produced by certain minor modifications in that bill, as explained in Appendix B) should be the rate which the services would seek to approach as nearly as practicable.

15. The discussion in the preceding paragraph deals with the equalization of the promotion rates among the promotion-list officers of the Army, the line of the Navy (and certain staff corps thereof which are tied directly to the line by the running mate system), and corresponding personnel in the other services, with the exception of the Public Health Service. Classes of professional personnel (medical, dental, and veterinary officers and chaplains) found only in the Army, Navy and Public Health Service, have been granted, in the past, advanced rank and accelerated promotion in comparison with line officers on account of the long period required for their professional training prior to first commission. It was the conclusion of the Board, with reference to such professional personnel, that their rates of promotion should be equalized as among themselves and should bear a proper differential relation to those of line officers. Having adopted the line rates of promotion, as stated in the preceding paragraph, the Board decided that the rates set forth in the following table are suitable as a guide in its determination of rates for the professional services:

To first lieutenant—upon original appointment.

To captain—after 5 years of commissioned service.

To major—after 14 years of commissioned service.

To lieutenant colonel—after 19-20 years of commissioned service.

To colonel—after 25-26 years of commissioned service.

16. Detailed studies of conditions affecting the commissioned officers of the several services are contained in six appendices attached hereto, a separate study for each service, in each of which is described a personnel system which would provide for that service, approximately the rates of advancement mentioned above. A short description of certain sections of proposed legislation affecting all services is contained in a separate appendix. These appendices are designated as follows:

Appendix A—Army.

Appendix B—Navy.

Appendix C—Marine Corps.

Appendix D—Coast Guard.

Appendix E—Coast and Geodetic Survey.

Appendix F—Public Health Service.

Appendix G—Description of general provisions.

17. In Exhibit A herewith the Board submits in legislative form a draft of proposed legislation which, if enacted into law, would prescribe the establishment of these proposed personnel systems in the several services, and would thereby provide for the commissioned officers thereof, as nearly as is consistent and practicable, the standard rate of promotion adopted. In preparing the plan contained in Exhibit A the futility of attempting to predict with accuracy the personnel conditions that will be confronting the services several years from now, was realized thoroughly. The inadvisability of sudden, drastic personnel changes in one or more of the services was also appreciated. Consequently, the plan as submitted was designed to bring the rates of promotion together gradually throughout the next ten years, with the expectation that by the year 1941 as close a parity in promotion will exist between the services as is practicable to obtain. The experience gained during that period in the practical working out of the predictions in this report will determine the necessity for further legislation at that time.

18. An estimate of the manner in which the proposed legislation would operate in the several services during the years 1931 to 1941, inclusive, is set forth in the following table:

(The table referred to is printed on Page 497.)

III—PAY

19. The Act of June 10, 1922, which first brought in the six military services together for purposes of pay, and under the provisions of which the services are now paid, was enacted under abnormal conditions; post-war demobilization of the services; readjustment of the wartime inflation of currency; and an expected increase in the purchasing power of the dollar, which did not materialize. Furthermore, the Act admittedly was framed merely to readjust the pay of the various grades of officers and men without increasing the demands upon the Budget. On account of this restriction, the rates of pay established in 1922 were necessarily low, and experience since that time has shown that the rates are entirely inadequate.

20. In addition to the inadequacy of the rates prescribed, the present pay laws have proven unsatisfactory in other respects:

a. The designation of a relatively large percentage of an officer's compensation as allowances, as distinguished from pay, and the granting of these allowances, in great measure, in accordance with an officer's family condition, has resulted in compensation being paid on the basis of a living wage for the officer and his dependents, rather than on the basis of the earned salary and his value to the Government. This has been the cause of much dissatisfaction in the services.

b. The great variations in compensation permitted by the wide pay ranges in the several grades, by the counting for pay purposes of many types of service prior to first commission which are not counted for rank, together with the varying allowances mentioned in the

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a above, results, in many cases, in juniors receiving materially more pay than their seniors.

c. In the officers' pay and allowance schedule, length of service is the controlling factor, and sufficient weight is not given to grade and responsibility.

d. The designation of a relatively large percentage of an officer's compensation as allowances, works a hardship on retired officers whose retired pay is, by law, computed on their former active duty pay only.

e. The administration of the Act is unduly complicated and, consequently, expensive.

21. Reverting, for purposes of comparison, to the prior pay acts of May 11 and 13, 1908, for the Army and Navy, respectively, it is noted that these acts were passed in normal periods with no radical change imminent in either the services or in the economic conditions within the country. The last prior act on the subject of pay had been in 1899, when the pay for the Navy had been brought into agreement with still earlier rates for the Army. The Acts of May, 1908, had no abnormal circumstances for the change in the purchasing value of the existing pay, and the percentage increase of pay afforded thereby over the schedules in effect in 1899 was approximately the same as that of the cost of living.

22. These Acts of 1908 were, by the fact of their enactment, satisfactory to the Congress on the one hand and, by the experience of the services for next few years, satisfactory to them on the other. It may be presumed, therefore, that these Acts represent more truly than the Act of 1922 the evaluation by Congress of the worth to the Government of the personnel of the Army and the Navy under the then existing economic standards, and consequently are better suited than the latter Act to serve as a starting point in the preparation of corrective legislation.

23. A comparison (taken from the Report of the Interdepartmental Pay Board of 1929) of the total amounts of pay and allowances receivable by officers of the several grades computed under the 1908 and 1922 schedules, with average conditions of length of service as found in each grade at present, shows that the increases granted by the later Act varied between 26 per cent and 2 per cent, with an average of 11 per cent.

| Grade | Comm'd Service | 1908 | 1922 | Inc. '08-'22 |
|---------------------|----------------|---------|----------|--------------|
| Major General | 40 | \$9,532 | \$9,706* | 2% |
| Brig. General | 36 | 7,375 | 7,500* | 2 |
| Colonel | 30 | 6,209 | 7,200* | 16 |
| Lieut. Colonel | 25 | 5,546 | 6,997 | 26 |
| Major | 20 | 4,879 | 5,757 | 16 |
| Captain | 14 | 3,836** | 4,278 | 12 |
| 1st Lieutenant | 8 | 2,954** | 3,558 | 14 |
| 2nd Lieutenant | 2 | 2,253** | 2,199 | -2 |
| Average, all grades | | 11%*** | | |

*Maximum limits under law.

**Including one increase for prior service or constructive service, as then held by majority of officers.

***This is a mean average, not weighted. The weighted average will be somewhat higher.

Notes: a. This table is computed for officers in each grade of approximately the average length of total service for officers of all services now in that grade.

b. Maximum conditions of pay are assumed in all cases, i.e., allowances granted on basis that the officers are not in government quarters, and, for 1922, that they have legal dependents. A substantial reduction in the 1922 column, and hence in the percentage increase column, is applicable in the case of officers without dependents, particularly for officers on field or sea duty. This reduction in the last case varies according to grade and length of service, from a minimum of \$480 to a maximum of \$1,878.

c. Under the 1908 column, heat and

light allowances are computed as for Washington, D. C.

24. Statistics show that during the 22 year period since 1908, salaries of civilians of qualifications, education and attainments comparable to those of the commissioned officer have steadily increased in order to keep pace with the rising standard of living. Engineers, state highway service employees, railway service employees, city managers, police and fire department personnel, and even the notoriously underpaid teaching professor have all run far ahead, since 1908, of comparable personnel of the military services. As examples of the increases in salaries which have been found necessary in order to retain the services of the types of personnel required, it is interesting to note that, since 1908, the pay of other Federal services has been increased from 25 to 175 per cent. The following table, compiled from recent Government data, shows the percentage of increase in pay for a number of these services, based upon the rates prevailing therein in 1908:

| | |
|----------------------------|------|
| Foreign Service | 175% |
| Civil Service (Mechanical) | 153% |
| Public Schools, D. C. | 145% |
| Assistant Secretaries | 111% |
| Post Office Inspectors | 92% |
| Civil Service (Clerical) | 87% |
| Judiciary | 62% |
| Congress | 33% |
| Cabinet Members | 25% |
| Army and Navy | 11% |

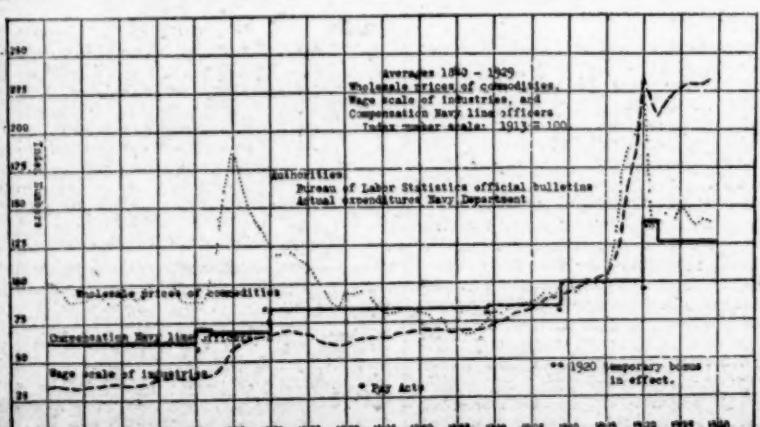
The continued efficiency of the military services requires that they attract and retain, particularly in the commissioned personnel, men of ability and high professional attainments, and this cannot be done unless some reasonable parallel in remuneration is maintained with men of similar characteristics in civilian employment.

25. In 1908, according to statistics published by the Department of Labor, the purchasing power of the dollar based on living expenses—retail prices of foodstuffs being used as a basis—was \$1,186 with reference to a 1913 standard of \$1,000. The latest available data from the same source show that in July, 1930, the cost of living index was 166.6, using as a basis the index 100 for the year 1913. The 1930 dollar has therefore approximately a purchasing power of but 50.6 cents in terms of what a dollar could buy in 1908, or in other words, the cost of living now is 97.6 per cent greater than in the

year 1908. This, together with similar data for the year 1922, is shown in the following table:

| Year | Value of dollar compared with 1908 dollar | Cost of living |
|------|-------------------------------------------|----------------|
| 1908 | 100. cents | 100. |
| 1922 | 50.7 cents | 197.3 |
| 1930 | 50.6 cents | 197.6 |

26. A survey of pay legislation for the military services during the past 90 years develops the fact that up to and including the year 1908 the Congress has usually been prompt to take cognizance of the steadily mounting standard of living and to provide, through appropriate legislation, that the pay of the services keep step therewith. During this period, although the cost of commodities has fluctuated greatly, the standard of living, as best indicated by the wage scale of persons employed in civilian industries, has risen steadily. The chart below, prepared as an example from data pertaining to the Naval line officer, illustrates these points plainly:



Consideration of this chart confirms the truth of the presumption previously made that the Acts of 1908 represent, better than the Act of 1922, a proper evaluation of the worth to the Government of the commissioned personnel of the military services.

Reference to the chart also shows clearly how the several increases in the pay of the Naval officer, up to include that of 1907, were timed so as to maintain generally about the same relation with respect to the wage scale of industries, and how, since that time, this relation has been completely upset in spite of the "bonus" of 1920 and the readjustment of 1922. The whole purpose and ideal of the economic system which is distinctive of our country is to increase the standard of living by the adoption and the constantly widening diffusion of invention and discovery among the whole of our people, and any retreat, in the case of any one group, from our American philosophy of constantly increasing standards of living is unthinkable. Yet that is what exists in the military services today.

27. More detailed information with respect to the history of pay legislation, a more comprehensive description and analysis of the Act of June 10, 1922, and a fuller discussion of its relation to proper principles and its effects upon both the commissioned and enlisted personnel of the services, are found in the Report of the Interdepartmental Pay Board, dated July 19, 1929, to which attention is respectfully invited. The Board has made full use in its work of this very recent report and has found the contents most helpful. In view of the fact that copies of the Report of the Interdepartmental Pay Board of 1929 are already in the hands of the Joint Committee and that the contents are readily available thereto, it has been felt possible to shorten the present report in many important respects.

28. In the report of 1929 appears a statement of certain principles upon which, it was believed, any service pay should be based so far as practicable. These principles, to which the present Board wholeheartedly subscribe, are as follows:

a. Rental and subsistence allowances should be consolidated with pay into a single item designated as "pay."

b. Pay should be based fundamentally on the responsibilities inherent in the grade held and on the normal service to be expected of an officer holding such grade.

c. A base pay should be established for each grade with increments for length of service therein.

d. When government quarters are furnished an officer a rental value should be deducted from his pay.

e. No officer should receive more pay than any other senior to him.

f. Pay should be adequate, based on the current purchasing value of the dollar, to enable an officer at all times to give his best thought to the service rather than to problems of existence.

g. The pay of officers of higher grades should be commensurate with dignity and responsibility of their position, and should be comparable to the remuneration of a successful career in civil life.

h. The pay of any person on the retired list should be based upon the pay of persons of like grade on the active list.

i. Retired personnel on active duty should receive the pay they would receive if on the active list.

j. Travel allowances should be regulated so as to reimburse the officer, as equitably as possible, for the different classes of travel performed.

k. The pay of warrant officers and commissioned warrant officers, appointed after years of enlisted service and whose further promotion is restricted should be determined without regard to that of commissioned officers.

l. Pay of nurses should be based on the remuneration for similar service in civil life with retirement provided for physical disability incurred in line of duty, as well as for length of service.

m. Pay of enlisted men should be based on length of service and the nature of the duties prescribed for the grade or rating in which serving.

n. To avoid confusion and multiplicity of decisions, the laws governing pay should be drawn in explicit language and should provide for a simple system of administration.

29. In attempting strict adherence to these principles in the preparation of a pay schedule for commissioned officers, the Board of 1929 found great difficulty, on account of the very different systems of promotion in the several services and the varying results obtained thereunder. The principle that "a base pay should be established for each grade with increments for

length of service therein" was the stumbling block, and as a result the Board recommended a pay schedule in which TOTAL length of service had considerable bearing upon the rates of pay, in order that the disparity in pay received by an officer in a service where promotion is regular and an officer in a service where promotion is delayed, might not become unduly great. It was recognized that this departure from principle was necessary in order that officers whose promotion was delayed might avoid stagnation in pay as well as in promotion while remaining in one grade, and that such officers might not be required to begin at the base pay of the next grade upon promotion thereto after a prolonged delay.

In the event that the rates of advancement of officers in the six services should become approximately the same, as would be the case if the Joint Services Personnel Act proposed herein (Exhibit A) should become a law, the problem of devising a suitable pay schedule is greatly simplified, and the erstwhile troublesome principle quoted above can be applied in its entirety.

30. In Exhibit B herewith, the Board submits in legislative form a draft of proposed legislation which, if enacted into law simultaneously with the proposed Joint Services Personnel Act (Exhibit A), would prescribe rates of pay for commissioned and enlisted personnel, warrant officers, and nurses more nearly in harmony with existing conditions than are the rates now in use.

31. The rates proposed for commissioned officers are as shown below:

| Grade | Base Pay | After 5 years service in grade |
|------------|----------|--------------------------------|
| Maj. Gen. | \$14,000 | |
| Brig. Gen. | 12,500 | |
| Col. | 10,000 | \$10,500 |
| Lt. Col. | 8,500 | 9,000 |
| Maj. | 7,000 | 7,500 |
| Capt. | 5,500 | 6,000 |
| 1st Lt. | 4,000 | 4,500 |
| 2nd Lt. | 2,500 | |

In comparing the pay schedule now recommended for commissioned officers with the schedule recommended by the Interdepartmental Pay Board of 1929, it is noted:

a. That the base pay of a second lieutenant is reduced from \$3,000 to \$2,500. This is considered permissible in view of the provision in the proposed legislation which would insure the promotion of such officers to the next higher grade upon the completion of 3 years' service.

b. That the base pay for the grades of major and captain has been slightly increased and that for the grades of colonel and lieutenant colonel has been decreased. In view of the varying results obtained under the different systems of promotion in use in the several services in 1929, as well as at the present time, it was necessary that the schedule recommended by the Board of 1929 be based more on TOTAL length of service than on grade, if any reasonable parity in pay were to be maintained in the careers of the commissioned personnel in the different services.

c. The pay of officers of higher grades should be commensurate with dignity and responsibility of their position, and should be comparable to the remuneration of a successful career in civil life.

d. When government quarters are furnished an officer a rental value should be deducted from his pay.

e. No officer should receive more pay than any other senior to him.

f. Pay should be adequate, based on the current purchasing value of the dollar, to enable an officer at all times to give his best thought to the service rather than to problems of existence.

g. The pay of any person on the retired list should be based upon the pay of persons of like grade on the active list.

h. Retired personnel on active duty should receive the pay they would receive if on the active list.

i. Travel allowances should be regulated, under the 1929 recommendation, upon promotion to a higher grade in conformity with the existing system of promotion. Incidentally, the base pay now recommended for the several grades up to include colonel, provide a uniform difference of \$1,500 between each two successive grades.

In proposing this simplified schedule based entirely on grade, the Board wishes it distinctly understood that it is applicable to the six services only in case the rates of advancement therein are approximately the same. In other words, the proposed Joint Services Personnel Act and Joint Services Pay Act are interdependent, and should become law in approximately their present form either simultaneously or not at all. The enactment of one bill without the other would be injurious.

In amounts recommended to be deducted from the pay of commissioned, commissioned warrant, and warrant officers when occupying government quarters as follows:

| Grade | Deduction per year |
|--------------------------------|--------------------|
| All general officer grades | \$1,800 |
| Colonel and lieutenant colonel | 1,500 |
| Major | 1,320 |
| Captain | 1,080 |
| 1st Lieutenant | 840 |
| 2nd Lieutenant | 500 |
| Commissioned warrant officer | 600 |
| Warrant officer | 480 |

In view of the fact that the Board is recommending a smaller base pay for second lieutenants than was done by the Board of 1929, the amount recommended to be deducted by such officers when occupying Government quarters has also been reduced.

32. The pay and allowances for commissioned warrant officers, warrant officers, woman nurses and enlisted men recommended by the Interdepartmental Pay Board of 1939 are concurred in by the present Board, and these are the rates provided for in Exhibit B.

Sections 33, 34 and 35, giving the pay tables for the warrant and commissioned warrant officers; woman

nurses, and enlisted men, were printed in the Army and Navy Journal, issue of Jan. 3, 1931.)

36. Exhibits C to H herewith are cost estimates of the fiscal year 1932 under the provisions of the proposed personnel and pay legislation, and for the fiscal year 1932 under existing law. These estimates are designated as follows:

Exhibit C—Army.

Exhibit D—Navy.

Exhibit E—Marine Corps.

Exhibit F—Coast Guard.

Exhibit G—Coast and Geodetic Survey.

Exhibit H—Public Health Service.

Summarized, these estimates give the following results:

| Service | Estimated Cost Existing Law F. Y. 1932 | Estimated Cost Proposed Law F. Y. 1932 | Estimated Increase F. Y. 1932 | Percentage of Increase |
|-------------------------|----------------------------------------|----------------------------------------|-------------------------------|------------------------|
| Regular Army | \$134,852,404 | \$172,650,703 | \$37,798,299 | 28. |
| National Guard | 16,933,283 | 20,862,448 | 3,929,165 | 19. |
| Organized Reserves | 8,790,714 | 5,003,742 | 1,213,028 | 32. |
| Total, Army | 155,576,401 | 198,516,893 | 42,940,492 | 27.6 |
| Regular Navy | 155,367,436 | 185,111,471 | 29,744,035 | 19.1 |
| Naval Reserve | 4,394,365 | 5,298,534 | 904,169 | 20.5 |
| Total, Navy | 159,761,801 | 190,410,005 | 30,648,204 | 19.2 |
| Regular Marine Corps | 15,740,319 | 18,892,495 | 3,152,176 | 20. |
| Marine Corps Reserve | 680,806 | 837,316 | 156,510 | 23. |
| Total, Marine Corps | 16,421,125 | 19,729,811 | 3,308,686 | 20.1 |
| Coast Guard | 16,432,874 | 20,007,363 | 3,573,489 | 20. |
| Coast & Geodetic Survey | 674,466 | 934,276 | 259,810 | 38.3 |
| Public Health Service | 2,310,838 | 2,970,655 | 659,817 | 28. |
| Grand Totals | \$351,178,505 | \$432,569,003 | \$81,390,498 | 23.1 |

IV. RECOMMENDATIONS

37. The Board earnestly recommends the simultaneous enactment into law of the personnel legislation proposed in Exhibit A and the pay legislation proposed in Exhibit B as a means of establishing approximately uniform rates of advancement for the commissioned officers of the six services involved, and of affording most necessary pay relief for the entire personnel.

38. At the same time, the Board just as strongly recommends that neither the proposed personnel legislation nor the proposed pay legislation be enacted into law without the other, since, as far as the commissioned personnel is concerned, the proposed acts are entirely dependent upon each other.

39. In the event that it shall prove impracticable to enact simultaneously the proposed legislation submitted, the Board urgently recommends the immediate enactment of a pay bill based on the recommendations of the Inter-departmental Pay Board of 1929.

Army Personnel System

I. HISTORICAL

Promotion

1. The traditional basis for promotion in the Army has been by selection to the grade of general officer and by seniority up to include the grade of colonel. However, the type of seniority governing advancement below general officer has undergone the successive variations of promotion by regiment, by branch, and by a single list. For more than 80 years prior to 1890, promotion in the line was by seniority within the regiment to include the grade of captain and by seniority within the branch to the grades of major, lieutenant colonel, and colonel. The varying numbers of vacancies which occurred in different regiments naturally produced unequal rates of progress through the company grades. An extreme instance can be cited in the case of three officers who were originally appointed second lieutenants in three different regiments of the line (two Artillery and one Cavalry) on the same day in the year 1867. One attained his captaincy in 9 years and 6 months, another in 20 years and 7 months, and the third in 30 years and 9 months.

2. For the purpose of correcting this condition of inequality, a law was passed in 1890 which abolished regimental promotion and substituted promotion by seniority within the branch. It was thought that the use of the larger unit would result in approximately equal rates of advancement. There were, however, such differences in the composition of the various branches, corps, and departments of the Army that this object was not achieved. The permanent staff corps and departments had, in general, larger proportions of officers in field grades than the line and the rates of progress through the company grades varied widely in consequence.

3. A further effort to equalize promotion was made in the Act of February 2, 1901, by which the Army was reorganized after the Spanish-American War. This Act made the distribution of officers in grades identical for all branches of the line, which served to improve the situation so far as they

were concerned, but left the staff departments with relatively large proportions of field officers. Supplementary legislation in 1911 and 1916 served to ameliorate this condition to some extent, but its good effect was largely counter-balanced by the increases which were made in certain corps and branches and provided an acceleration in promotion which was confined almost wholly to the personnel of the corps or branch concerned. The resulting condition among officers who were in the Regular Army prior to the reorganization of 1920 was that wide variations in rank existed among those of the same length of commissioned service in different corps and branches. The National Defense Act, in establishing the present system of promotion, contained provisions which eliminated the inequalities that had arisen in the past from branch promotion and placed the further advancement of all officers on a single uniform basis, i. e., total length of active Federal commissioned service.

4. Professional examinations for promotion were required from 1890 to 1916 for advancement up to include the grade of major, and in the latter year were extended to cover promotion to lieutenant colonel and colonel. The number of eliminations due to failure on these examinations was almost negligible* while the complications incident to allowing officers reasonable opportunities to prepare for them and convening suitable boards to conduct them caused much annoyance and expense. Professional examinations were abolished by the National Defense Act in 1920.

RETIREMENT

5. During the period from 1812 to 1861 there was no system for the retirement of officers of the Army. The law allowed a pension of half pay to disabled officers, but it did not contain any provision for the compulsory removal of unfit officers from the active list and they could remain thereon until death, despite incapacity due to old age or physical infirmities. In consequence, during the campaigns of this period, the older officers who were entitled to command by virtue of their rank, but who were incapable of active field service, were often left behind on leave while their juniors exercised command in the field without the rank to which their responsibilities entitled them. On other occasions, when the senior officers insisted upon accompanying their organizations, the success of the forces in the field was jeopardized by their lack of the physical and mental vigor required in active operations.

6. From 1837 onward the War Department made many representations to Congress as to the necessity of providing some form of retirement that would serve to clear the active list of physically incapacitated officers. As early as 1847 a retirement bill was favorably reported by the Military Affairs

YEARS OF COMMISSIONED SERVICE OF THE JUNIOR OFFICER OF EACH GRADE

| | Army (Pro. list) | Navy (Line) | Marine Corps | Coast Guard | C. & G. Survey | P.H.S. | MEDICAL Army | MEDICAL Navy |
|----------------|---------------------|----------------|-----------------|----------------|-------------------|--------|-----------------|-----------------|
| 1931 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 3* | 3 |
| Captain | 10 | 9* | 10 | 8* | 8* | 4* | 3* | 5 |
| Major | 14 | 14 | 14 | 8 | 15 | 9* | 13* | 11 |
| Lt. Colonel | 21 | 20 | 23 | 18 | 23 | 20 | 19 | 17 |
| Colonel | 30 | 25 | 28 | 27 | 27 | 26 | 26 | 23 |
| 1932 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 4* | 4 |
| Captain | 10 | 9* | 10 | 8* | 8* | 4* | 4* | 5 |
| Major | 15 | 14 | 15 | 8 | 15 | 9* | 14* | 12 |
| Lt. Colonel | 21½ | 21 | 23 | 19 | 23 | 20 | 19 | 18 |
| Colonel | 30 | 25 | 28 | 27 | 25 | 26 | 26 | 24 |
| 1933 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 7* | 10 | 5 | 5 | 6 |
| Major | 15 | 15 | 15 | 8 | 15 | 10* | 15* | 13* |
| Lt. Colonel | 21½ | 21 | 21 | 21 | 21 | 20 | 19 | 17 |
| Colonel | 30 | 26 | 29 | 28 | 26 | 26 | 26 | 25 |
| 1934 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 7* | 10 | 5 | 5 | 6 |
| Major | 17 | 16 | 18 | 10 | 16 | 11* | 16* | 13 |
| Lt. Colonel | 21½ | 21 | 21 | 21 | 21 | 20 | 19 | 17 |
| Colonel | 29 | 27 | 30 | 29 | 27* | 26 | 26 | 24 |
| 1935 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 8* | 10 | 5 | 5 | 6 |
| Major | 17½ | 16 | 17 | 12 | 17 | 12* | 17* | 14* |
| Lt. Colonel | 21 | 20 | 19 | 22 | 19 | 20 | 18 | 16* |
| Colonel | 28 | 27 | 30 | 29 | 28* | 26 | 26 | 25* |
| 1936 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 9* | 10 | 5 | 5 | 6 |
| Major | 18½ | 17 | 18 | 12 | 13 | 13* | 18* | 15* |
| Lt. Colonel | 20 | 21 | 20 | 18 | 19 | 20 | 19 | 18 |
| Colonel | 28 | 28 | 29 | 30 | 29 | 26 | 26 | 25 |
| 1937 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 10 | 10 | 5 | 5 | 6 |
| Major | 19 | 17 | 20 | 13 | 13 | 14 | 14 | 16* |
| Lt. Colonel | 20½ | 21 | 20 | 19 | 20 | 21 | 20 | 19 |
| Colonel | 28 | 28 | 29 | 30 | 29 | 26 | 26 | 24 |
| 1938 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 10 | 10 | 5 | 5 | 6 |
| Major | 20 | 17 | 19 | 13 | 14 | 14 | 14 | 17* |
| Lt. Colonel | 21 | 21 | 21 | 20 | 21 | 20 | 20 | 18 |
| Colonel | 28 | 28 | 29 | 30 | 30 | 26 | 26 | 25 |
| 1939 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 10 | 10 | 5 | 5 | 6 |
| Major | 20½ | 18 | 21 | 13 | 15 | 14 | 14 | 15 |
| Lt. Colonel | 22 | 22 | 21 | 20 | 21 | 20 | 21 | 19 |
| Colonel | 28 | 29 | 30 | 29 | 29 | 26 | 26 | 25 |
| 1940 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 10 | 10 | 5 | 5 | 6 |
| Major | 18 | 18 | 22 | 15 | 16 | 14 | 14 | 15 |
| Lt. Colonel | 23 | 22 | 23 | 20 | 22* | 20 | 22 | 20* |
| Colonel | 28 | 29 | 31 | 30 | 30 | 26 | 26 | 25 |
| 1941 | | | | | | | | |
| 1st Lieutenant | 3 | 3 | 3 | 3 | 3 | ... | 5 | 5 |
| Captain | 10 | 10 | 10 | 10 | 10 | 5 | 5 | 6 |
| Major | 17 | 18 | 22 | 14 | 16 | 14 | 14 | 15 |
| Lt. Colonel | 24 | 23 | 23 | 21 | 22 | 20 | 23 | 21* |
| Colonel | 28 | 28 | 31 | 30 | 30* | 26 | 26 | 24 |

* No promotion from lower grade during year.

Committee of the House of Representatives, but was not reached on the calendar prior to the adjournment of Congress. It was not until Aug. 3, 1861, that the first retirement law was enacted. This fixed the maximum strength of the retired list at 7 per cent of the authorized strength of the active list and provided for retirement for physical disability or on application after the completion of 40 years of consecutive service. However, no discretionary power to retire officers was vested in the President. This defect at once became apparent and was corrected a year later by the Act of July 17, 1862, which granted the President authority to retire officers more than 62 years of age or having over 45 years of service. It is noteworthy that recommendations by the War Department for the establishment of a retirement system began in 1837 at a time when extended field service was being required of the Army in connection with Indian wars and operations in Florida, that Congress was on the verge of enacting retirement legislation in 1847 at the close of the Mexican War, and that the first retirement law was actually adopted when the Civil War was well under way and the first battle of Bull Run had been fought. In other words, the retirement system was the outcome of actual experience with the necessity of maintaining the vigor of the active list in order that the Regular Army could discharge its role in the national defense.

7. The retirement laws described in the preceding paragraph continued in force through the Civil War period and for five years thereafter. The next important development occurred when the Act of July 15, 1870, authorized officers of more than 30 years' service to retire on their own application if approved by the President. This law also increased the maximum strength of the retired list from 7 per cent of the active list to the fixed figure of 300. In 1878 this figure was increased to 400.

8. A further step was taken with the

passage

| | RESULT OF OPERATION OF CLASS B LAW | | | | | | | | | | |
|----------------------|------------------------------------|------|------|------|------|------|------|------|------|------|-------|
| | FISCAL YEAR | | | | | | | | | | |
| | 1921 | 1922 | 1923 | 1924 | 1925 | 1926 | 1927 | 1928 | 1929 | 1930 | Total |
| Retired | 38 | 3 | 3 | 1 | 1 | 4 | 8 | 18 | 13 | 89 | |
| Honorably discharged | 21 | 21 | 16 | 4 | 7 | 12 | 2 | 6 | 4 | 96 | |
| Discharged | 23 | — | 4 | 1 | 4 | 2 | 6 | 7 | 5 | 62 | |
| Total | 82 | 24 | 28 | 5 | 12 | 15 | 12 | 21 | 27 | 249 | |

personnel of 15,035 (exclusive of officers of the Medical Department, chaplains, and professors) and prescribed the distribution of this personnel in grades by fixed numbers. The Act of June 30, 1922, reduced this commissioned strength to 10,527 and provided a new distribution in grades; the Act of Sept. 14, 1922, varied the foregoing distribution; while the Act of July 2, 1926 (Air Corps Act) added 403 second lieutenants to the authorized commissioned strength of the Army, bringing the total for promotion-list branches to 10,930. The distribution in grades now prescribed by law is as follows:

| | |
|---------------------|--------|
| Major generals | 21 |
| Brigadier generals | 46 |
| Colonels | 470 |
| Lieutenant colonels | 577 |
| Majors | 1725 |
| Captains | 3450 |
| 1st Lieutenants | 2667 |
| 2nd Lieutenants | 1974 |
| Total | 10,930 |

At present the Army is not being maintained at the commissioned strength authorized by Congress but is operating under a budgetary restriction which limits the average number of officers (including non-promotion-list officers) in any fiscal year to 12,000, as opposed to an authorized total for the entire Army of 12,402.

12. The distribution of promotion-list officers among branches is not definitely fixed by law and varies from time to time within prescribed limits. The actual distribution by branch on July 1, 1930, is given in paragraph 19 of this Appendix.

13. Promotion to brigadier general of the line is by selection from colonels of the line whose names are borne on an eligible list which is revised annually. Promotion to major general of the line is by selection from the grade of brigadier general and is not otherwise restricted. Appointments as chiefs or assistant chiefs of branches carrying temporary rank of major general and brigadier general are made by selection from colonels (except the Chief of Air Corps) and from officers of more than 15 years of service, respectively. The Chief of Staff is selected from the general officers of the line and has the temporary rank of general while so serving.

14. Promotions to the grades from first lieutenant to colonel, inclusive, are made as vacancies occur, by seniority in the order in which officers are arranged on a single promotion-list. The formation of the original promotion list and the method of arranging the officers added thereto subsequent to July 1, 1920, were prescribed in the National Defense Act. The general principle is that officers are arranged among themselves in accordance with the length of their active Federal commissioned service (exclusive of the period from Nov. 11, 1918, to July 1, 1920) and are promoted in that order. The obvious result is that officers whose service is continuous will normally be promoted in the order of original appointment.

15. Physical examinations for promotion are prescribed by law but the professional examinations which were previously required were abolished by the National Defense Act. The provisions of Section 24b, of that Act for the elimination of unfit officers, while not strictly a part of the promotion system, in a way form an adjunct to it and a substitute for professional examinations as a means of eliminating officers whose professional qualifications are below standard. Under Class B procedure, all officers' records are examined annually and they are placed either in Class A or Class B. Those who finally remain in the latter class after the exhaustive investigation prescribed by the law are considered as "officers who should not be retained in the service" and are retired or discharged. The results of the operation of this law in eliminating promotion-list officers during the ten years that it has been in effect are shown in the following table:

ALL MODERN NAVAL AIRCRAFT ENGINES ARE EQUIPPED WITH
SCINTILLA
AIRCRAFT MAGNETOS
Scintilla Magneto Company, Inc.
Sidney, N. Y.

RETIREMENT

16. The retirement provisions of existing law are summarized briefly below:

a. All officers are compulsorily retired upon reaching the age of 64 years.

b. Officers between the ages of 62 and 64 years or who have 45 or more years of commissioned service may be retired

duty, may be wholly retired, i. e. completely separated from the service with one year's pay.

III. EXISTING PERSONNEL CONDITIONS.

19. Strength and distribution.—All references hereinafter made to existing conditions in the Army are to the conditions which obtained on July 1, 1930. The actual commissioned strength on that date (not including the Medical Department, chaplains, and professors) was 10,690, as compared with an authorized total of 10,930. These 10,690 officers, exclusive of the 67 general officers of the line, were distributed by grade and by branch as shown in the following table:

DISTRIBUTION OF PROMOTION-LIST OFFICERS OF THE ARMY, EXCLUSIVE OF GENERAL OFFICERS OF THE LINE, BY BRANCH AND GRADE—JULY 1, 1930

| BRANCH | GRADE | | | | | |
|-------------------------|------------|------------|-------------|-------------|-------------|-------------------|
| | Col. | Lt. Col. | Major | Capt. | 1st Lt. | 2nd Lt. Total |
| Infantry | 184 | 184 | 559 | 1429 | 815 | 541 3722 |
| Cavalry | 79 | 83 | 186 | 316 | 199 | 132 989 |
| Field Artillery | 31 | 68 | 225 | 441 | 445 | 262 1482 |
| Coast Artillery Corps | 49 | 61 | 222 | 259 | 250 | 163 1064 |
| Air Corps | 6 | 18 | 93 | 158 | 492 | 441 1208 |
| Corps of Engineers | 15 | 34 | 101 | 109 | 159 | 135 543 |
| Signal Corps | 7 | 12 | 33 | 96 | 63 | 47 258 |
| Adjutant Gen. Dept. | 21 | 30 | 30 | 13 | — | 94 |
| JAG Department | 8 | 11 | 39 | 33 | — | 91 |
| Q. M. Corps | 48 | 47 | 61 | 397 | 161 | 12 716 |
| Finance Department | 10 | 7 | 29 | 46 | 23 | — 125 |
| Ordnance Department | 11 | 17 | 99 | 114 | 40 | — 281 |
| C. W. Service | 1 | 5 | 28 | 35 | 20 | 1 90 |
| TOTAL | 470 | 577 | 1725 | 3450 | 2667 | 1734 10622 |
| Total Authorized | 470 | 577 | 1725 | 3450 | 2667 | 1974 10863 |

in the discretion of the President. (*Since officers must be at least 21 years of age on first appointment, the

20. Rate of promotion.—The length of commissioned service of the officers who are now being promoted into the various grades is as follows:

| | |
|-----------------------|-------------------------|
| To colonel | 29 years of service |
| To Lieutenant colonel | 23 years of service |
| To major | 13 years of service |
| To captain | 12 1/2 years of service |
| To first lieutenant | 6 years of service |

length of service provision has no effect under present conditions.)

c. Officers having 40 years or more

21. Age.—The maximum, average, and minimum ages, by grade, of promotion-list officers are at present as follows:

| | Maximum | Average | Minimum |
|---------------------|----------|----------|----------|
| Major generals | 63 years | 59 years | 50 years |
| Brigadier generals | 63 years | 59 years | 51 years |
| Colonels | 63 years | 57 years | 48 years |
| Lieutenant colonels | 63 years | 51 years | 45 years |
| Majors | 61 years | 43 years | 33 years |
| Captains | 62 years | 40 years | 32 years |
| 1st lieutenants | 60 years | 34 years | 27 years |
| 2nd lieutenants | 53 years | 26 years | 21 years |

of service are entitled to retirement if they request.

d. Officers having 30 years or more of service may be allowed to retire on their request if a vacancy exists on the limited retired list and the President approves the request.

e. Officers found physically incapacitated in line of duty, either by examining or retiring boards, are retired. If the failure is on physical examination for promotion, retirement is in the grade to which they would have been promoted.

f. Officers removed from the active list by Class B procedure are retired if they have more than 10 years of commissioned service and their classification is not due to neglect, misconduct, or avoidable habits.

Officers who are retired under provisions of b. and d. above, are placed on the limited retired list. All others are placed on the unlimited list. Officers on the limited list are transferred to the unlimited list upon reaching the age of 64 years. The number of officers on the limited list cannot exceed 350 at any time.

17. In general, retired officers receive 75 per cent of their active duty pay (exclusive of allowances) at the time of retirement. The more important exceptions are given below:

a. Former chiefs of branches, who have served four years as such, receive retired rank and pay of major generals.

b. Officers found physically disqualified on examination for promotion are advanced to the next higher grade on retirement and receive 75 per cent of the active duty pay of that grade.

c. Class B retired officers receive 2 1/2 per cent of their pay for each year of commissioned service up to a maximum of 60 per cent.

d. Officers originally appointed July 1, 1920, at an age of over 45 years, when retired for causes other than physical disability, receive 4 per cent of their active duty pay for each year of commissioned service.

Other Methods of Separation from Active List.

18. The methods, other than transfer to the retired list, by which the active service of officers can be terminated are: death, resignation, dismissal, discharge, and by being wholly retired. The first two require no comment. Dismissal must be approved by sentence of court-martial or, in time of war, by order of the President. Class B officers of less than 10 years of commissioned service are discharged. Officers found physically disqualified, not in line of

22. Composition of the promotion list.—A graphical representation of the present composition of the promotion list (including colonels) is contained in Plate 1. Reference to that plate will greatly simplify an understanding of what follows. The officers now on the promotion list fall naturally into three sub-divisions which may be designated as the pre-War, World War, and post-War groups. Each of these groups will be discussed separately.

23. The pre-War group.—This group includes those officers who were originally appointed in the Regular Army prior to the declaration of war on April 6, 1917, as well as 153 officers appointed July 1, 1920, in the grades of major and above, who were interpolated among pre-War officers in the formation of the original promotion list. The group numbers 2779 and constitutes 26 per cent of the total promotion-list strength. It fills the field grades of colonel, lieutenant colonel, and major, only seven officers at the bottom of the group being in the grade of captain. It contains the survivors of the Military Academy classes down to include 1916, who constitute 41 per cent of the total, interspersed by appointees from other sources. The personnel is reasonably well arranged as to age and date of entry into the service. The average ages in the three field grades which this group occupies are 57 years for colonels, 51 years for lieutenant colonels, and 43 years for majors. They are not excessive at the present time but are increasing. Slightly abnormal conditions exist at the top and bottom of the group. At the top, in the grade of colonel and the upper part of the grade of lieutenant colonel, are a comparatively large number of Spanish-American War appointees; while at the bottom are 341 officers who received their original appointments as provisional officers of the Regular Army in November, 1916, and March, 1917. Between these extremes are the Military Academy classes from 1902 to 1916, inclusive, separated by appointees from the ranks, from civil life, and from among World War emergency officers. The bulk of these former emergency officers are slightly below the middle of the group, 136 out of the total 153 being between the Military Academy classes of 1908 and 1912. They are, on the average, somewhat older than their neighbors on the promotion list.

24. The World War group.—This group consists of the officers originally appointed in the Regular Army in grades below major from April 6, 1917, to July 1, 1920, inclusive. It numbers 4-

937 and constitutes 46 1/2 per cent of promotion-list strength. The group fills practically the entire grade of captain and a little more than the upper half of the grade of first lieutenant. There are in it five Military Academy classes (13 per cent of the group), former National Guard and reserve officers, graduates of training camps who were appointed reserve or provisional officers, and appointees direct from the ranks and civil life. Plate 1 shows the sources from which the personnel was drawn as completely as its complicated composition will permit. While the original Regular Army appointments of the majority of the officers in this group date from July 1, 1920, their active Federal service in practically all cases began prior to Nov. 11, 1918, although it was not necessarily continuous from that date to July 1, 1930. The five month period from April to August, 1917, saw the entry into Federal service of more than one-half of these World War officers. The survivors of the first training camp alone, commissioned on the single date of Aug. 15, 1917, number 1,230 and constitute one-fourth of the total of the group. Ages of individuals in the group vary over the large range of 31 to 63 years but a large proportion fall within fairly narrow limits. About 70 per cent are between 34 and 44 years of age and 50 per cent are between 36 and 40. The average age of captains is now 40 years and of first lieutenants 34 years. Some captains are greatly over age but the average of that grade is still within reasonable limits. It is, however, rising rapidly. The members of the World War group who are first lieutenants are considerably beyond the desirable age for that grade.

These World War officers constitute the outstanding abnormality in the promotion list. Although they comprise nearly one-half of the promotion-list strength, they vary by less than 18 months in date of entry into the Federal service and are largely of the same age. Under normal conditions, the procurement of so large a number of commissioned officers would be spread over a period of 15 to 20 years and they would be uniformly graded among themselves according to age and length of service. The problem presented by the presence of this group on the promotion list is the outstanding obstacle to a satisfactory promotion system which will conserve the interests of the Government and the individual officer.

25. The post-War group.—This group includes those officers who have been appointed subsequent to July 1, 1920. It numbers 2,907 and constitutes 27 1/2 per cent of the promotion-list strength. The officers composing it fill the lower part of the first lieutenant's grade and include all second lieutenants. The group contains the Military Academy classes from July 2, 1920, to June, 1930, who constitute 70 per cent of its strength, with appointees from the ranks, civil life, and aviation training schools interspersed among them. These post-War officers are uniformly graded as to age and length of commissioned service. None of them are, as yet, of excessive age for the grades which they occupy although that condition is approaching. This group forms the most nearly normal portion of existing promotion-list personnel. The problem which it presents at this time is that of securing such a rate of promotion for the officers who compose it that they will not deteriorate from injurious stagnation in lower grades and later be advanced suddenly in rank, shortly before retirement, to positions of responsibility for which they have received no adequate training.

26. Rate of Promotion.—The present rate of promotion in the Army is stated in the report. However, this rate is continually slowing down. In order to illustrate this effect, the actual promotion prospects under present law of three officers who are approximately equally spaced on the promotion list have been analyzed. The individual cases selected for analysis are:

Case No. 1. Promotion list number 1969. Approximately one-fourth of the way down the list and nearly at the bottom of the pre-war group. Originally appointed second lieutenant, Regular Army, Nov. 26, 1916, at age of 24 1/2 years. Appointed first lieutenant, Regular Army, July 1, 1920.

Case No. 2. Promotion list number 4614. Approximately one-half of the way down the list near the middle of the World War group. Originally appointed second lieutenant, officers' reserve corps, Aug. 15, 1917, at age of 24 1/2 years. Appointed first lieutenant, Regular Army, July 1, 1920.

Case No. 3. Promotion list number 7247. Approximately three-fourths of the way down the list and at the top of

the post-war group. Originally appointed second lieutenant, Regular Army, July 2, 1920, at age of 22 years.

A reference to Plate L will make clear the positions of these officers on the promotion list. Their cases are typical of conditions in the portions of the list from which they were selected. Their predicted future promotions, after making due allowance for attrition, are shown in the following table, which also includes a comparison with the present rate of promotion:

| Estimated Future Promotion of Three Selected Officers Compared to Present Rate. | | | | |
|---------------------------------------------------------------------------------|---------|----------|---------|--------|
| Pres. | Case | Case | Case | No. 3. |
| Present grade | Major | Capt. | 1st Lt. | 2d Lt. |
| Present age (yrs.) | 38 | 37 1/2 | 32 | |
| Present serv. (yrs.) | 13 8-12 | 12 11-12 | 10 | |
| Years of service for promotion to— | | | | |
| 1st Heut. | 6 | .... | .... | 17 |
| Capt. | 12 1/2 | .... | .... |  |
| Major | 13 | 28 | 31 | |
| Lieut. Col. | 23 | 25 | 37 | 38 |
| Colonel | 29 | 31 | .... | 41 |

27. The above table clearly shows the intolerable stagnation and undesirable conditions which the Army faces under the existing personnel system. For the officers of the pre-war group the situation is not serious as they will attain the grade of colonel, on not to exceed 33 years of commissioned service, at reasonable ages and after reasonably satisfactory careers, and will have an opportunity to be selected as general officers. On the World War group the impending conditions will have a very damaging effect. The bottom of the group will not become majors until about 1950, after more than 30 years of service in company grades, with the inevitable loss of initiative which will result from such stagnation. Due to the relatively large number of World War officers, the grades from captain to lieutenant colonel, inclusive, will become greatly over-aged during the next 25 years. Furthermore, this group will practically fill the field grades from

1950 onward, at which time those at the top will be colonels, eligible for selection as general officers, while those at the bottom, though of practically the same age and length of service, will be approaching retirement far down among the majors. Such inequality of opportunity, due to a difference of a few months in date of entry into the Federal service, can not fail to have a disastrous effect upon morale. Since the officers of the post-war group are younger than those who precede them on the promotion list, they will eventually reach the top of the list by the operation of the provision for the compulsory retirement of their predecessors at 64 years of age. They will, however, spend unreasonably short periods in some grades and will become colonels with only a short time to serve and lacking the well-rounded training that would result from a properly distributed career.

28. To summarize the future working of the present personnel system in the matter of promotion, it can be said that it fails utterly, except in the case of fortunately placed officers in the pre-war group, to provide the reasonable and regular progression through the various grades that is so essential to the maintenance of morale and professional enthusiasm. The condition has a direct influence on the efficiency with which the Regular Army can be expected to fulfill its mission in national defense. In any emergency which calls for even partial mobilization the commissioned officers of the regular establishment will be called upon to assume greatly enlarged responsibilities. If stagnation has held them for unduly long periods in the lower grades, they will have been denied the opportunity for a properly rounded training that will fit them for the discharge of these responsibilities.

29. Cost of Commissioned Personnel.—The condition just described will be

accompanied by a constantly increasing cost of commissioned personnel which will be incurred by the Government with none of the compensating advantages that would be derived from a well-regulated system of promotion. Some officers in the lower grades, notably that of captain, who at present count for pay purposes various kinds of service other than active Federal commissioned service, are receiving compensation that is out of proportion for that grade under the pay schedule now in force. As time passes this condition will become more and more widespread until finally the captain's and major's ranks will be filled with officers who are drawing the maximum rates of pay for their grades but whose professional enthusiasm and efficiency are impaired by the stagnation which prevents their advancement.

30. Retirements.—As a corollary to the arrested progress of the World War group, there is a prospect of wholesale retirements for age in the lower grades. It is estimated that 23 per cent of this group will retire for age in the grade of lieutenant colonel, 22 per cent in the grade of major, and 4 per cent in the grade of captain, a total of 49 per cent who will never reach the grade of colonel. Where this condition is due to advanced age on original appointment, there is no feasible remedy for it and the officers who accepted such appointments must be presumed to have been satisfied with the prospect of a limited career. There are, however, among these prospective retirements many officers whose age on appointment was such that they might reasonably expect to be afforded an opportunity to reach the colonel's grade. The World War group will not complete 30 years of service until 1947, so that retirements prior to that date will be confined largely to those for physical disability and age and will be insufficient to cause a proper number of annual vacancies

for new appointees. Beginning, however, about 1950, the officers of this group will pass to the retired list at a disproportionately high rate.

31. Fluctuation in Attrition and Replacement.—Due principally to the fluctuation in retirements just described, the rate of attrition in the active list, which is now totally inadequate to provide for a proper rate of progress and a reasonable annual inflow of newly appointed officers, will at a later date, become undesirably large. It is estimated that the annual attrition in the next five years will average 2.6 per cent of the strength of the active list, which is far too low to produce desirable conditions. The rate will increase steadily up to 1955, when it is estimated that it will exceed 5 per cent and require the appointment of an excessive number of new officers each year. This will bring about, in lesser degree, a recurrence of the present unsatisfactory conditions. No progress toward a solution of the promotion problem can be made without controlling and standardizing the rate of attrition which automatically fixes the rate of replacement.

32. Prospects of Newly Appointed Officers.—A continuance of present conditions can not fail to have a damaging effect on the quality of commissioned personnel that it will be possible to procure. The officers of the post-war group are now sustained by a hope that a revision of the promotion system will brighten their prospects for a career in the military service. In spite of this, resignations among younger officers, who have been expensively trained but have rendered little return, are on the increase. If it becomes apparent that no steps are to be taken to avert the stagnation which inevitably faces the commissioned personnel of the Army, it will become increasingly difficult to recruit promising officer material.

33. Comparisons with the Navy.—There is a growing inequality in career prospects between the Army and Navy. The following table, which compares the present promotion rates in the two services, shows the difference which now exists:

Years of service for promotion to—

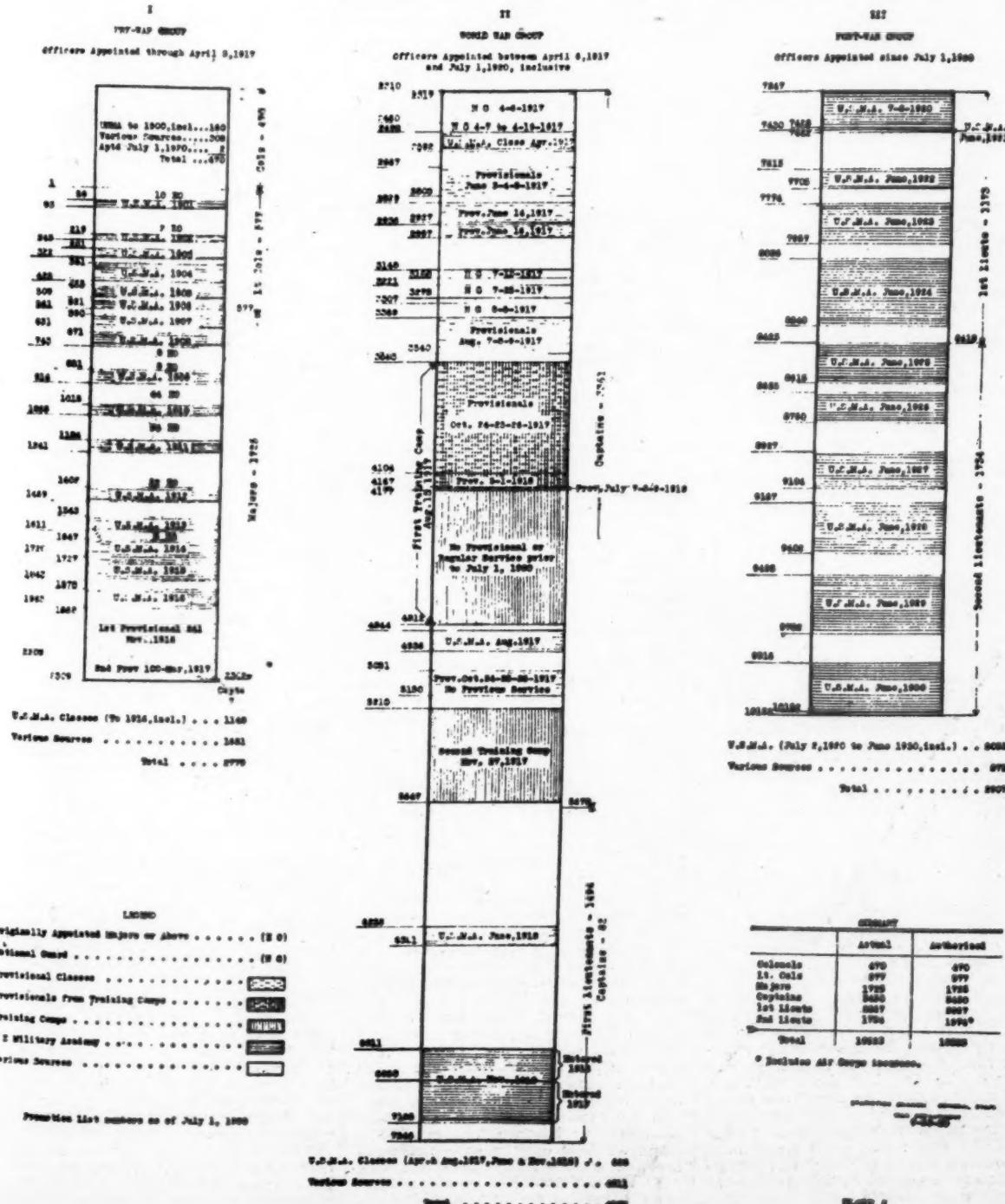
| | Army | Navy | advantage |
|-----------------------|--------|------|-----------|
| 1st Lt. or Lt. (jg.) | 6 | 3 | 2 |
| Capt. or Lt. comdr. | 12 1/2 | 7 | 5 1/2 |
| 1st Lt. or Lt. comdr. | 13 | 13 | 0 |
| Lt. col. or comdr. | 23 | 20 | 3 |
| Col. or capt. | 29 | 24 | 5 |

Despite the slowing down of the Navy rate which will occur in the future, the disparity shown above will continually increase. As an example of what will occur if the existing personnel systems continue in force in both services, officers of the Army graduated from the Military Academy in June, 1920, will reach the grades of major, lieutenant colonel, and colonel 13, 14, and 12 years, respectively, after the time that graduates of the Naval Academy in the same year attain the corresponding grades in the Navy. The prospect of such inequality in the two major military services obviously calls for corrective measures.

V. Possible Methods of Attaining Standard Rate of Promotion

34. Previous Discussion of Army Promotion.—Consideration of the possible methods of attaining uniformity of promotion in the military services necessarily leads to a discussion of the various systems by which the advancement of commissioned personnel can be regulated. The problem of Army promotion was under almost continuous discussion in Congress and throughout the service during the three years from 1926 to 1929. The act of July 2, 1926, which reorganized the air corps, contained a provision directing a study of the promotion situation and led to the appointment of a board for this purpose composed of the two assistant secretaries of war and the chief of staff. The report and recommendations of this board were submitted Nov. 4, 1926, and forwarded to Congress by the Secretary of War, accompanied by exhaustive and detailed studies on the questions of promotion and retirement. In May of the following year, an interservice board representing the Army, Navy, and Marine Corps was appointed by joint action of the Secretary of War and the Secretary of the Navy "in order to secure coordination in the preparation of legislation to be submitted to the 70th Congress for the betterment of the promotion systems of the Army, Navy and Marine Corps." This board studied the problem of coordinating promotion in the three services mentioned and, on Sept. 3, 1927, submitted the valuable report which is described and quoted in paragraph 13 of the body of this report. During the interval between the 69th and 70th Congresses in the same year, upon the suggestion of the committee on military affairs of

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them, and it is reasonable to consider these two grades as combined for purposes of distribution. The distribution in the company grades of captain, first lieutenant, and second lieutenant can vary within fairly wide limits without injurious effect. The proportion of officers in each of these grades, out of the total number of company officers, can, therefore, well be left to the working of a system of promotion on length of service which provides for advancement to first lieutenant and captain after suitable periods of service as second and first lieutenant, respectively.

50. It is practically impossible to propose any solution of the Army personnel problem which does not involve some increase in the existing strength of the grade of major and later in that of lieutenant colonel. The proper method of meeting the present situation is to expand each grade temporarily while the World War group of officers is moving through it and to contract it to normal proportions after they have passed. However, during the time that this process is in progress, the total percentage of field officers should not be permitted to increase to the point of producing a top-heavy organization. There are certain factors arising from the mission assigned to the Regular Army in our scheme of national defense which render it possible to make advantageous use of a larger proportion of field officers than might be considered normal in a military organization. These are the peace-time requirements for commissioned personnel of the regular establishment to train the other components of the Army of the United States, the relatively large command of staff overhead that is necessary under our skeletonized organization, the requirements for officers on the faculties and staffs of the general and special service schools, and the tremendous demand for trained officers of relatively high rank that will occur in the event of mobilization. In view of these factors, an increase in the field grades of the Army to a maximum of not more than 40 per cent in order to deal with the complicated problem of promotion is considered justifiable.

Methods of Terminating Active Service

51. The necessity of elimination in the Army has long been recognized by the compulsory removal of officers from the active list for physical disability and age. The process has, however, never been extended to include the earlier terminations of active service that are essential, even under normal conditions, to secure a proper rate of promotion and an appropriate distribution in grades. The necessity for an increase in the rate of elimination is made conspicuous at the present time by the unbalanced composition of the promotion list and the necessity of providing advancement for World War and post-war officers. The consequences that will ensue if the prevailing inadequate rate of attrition is permitted to continue have been pointed out in section IV of this appendix.

52. Reduction of Retiring Age.—The existing provision for the retirement of all officers, in whatever grade they may be serving, at the age limit of 64 years is not a logical one. A graduated scale of retirement in grade at varying ages would be better suited to the needs of the service but it is difficult to apply to the present promotion list because of the wide variations in age which occur within the same grade. It is, however, reasonable at this time, when the necessity for providing a flow of promotion is so pressing, to lower the compulsory retirement age for officers who have reached the practical limit of their advancement. It is not economical to promote officers to the grade of major general with less than two years to serve or to that of brigadier general with less than four. This indicates the desirability of retiring brigadier generals of the line at 62 years and officers who have not attained general's rank at 60 years. Furthermore, since the latter age normally corresponds to 36 years of service, the averaging entrance age being 24 years, it is only fair that if 60 years' retirement is instituted officers who complete 36 years of service without becoming generals should also be retired. At a later date, when more normal conditions exist in the promotion list, the principle of graded retirement should be extended so as to introduce through all ranks a graduated scale of retirement in grade for age or total length of service.

53. Liberalized Voluntary Retirement.—A liberalization of the conditions under which voluntary retirement is now authorized would probably produce a considerable outflow from the active list. The existing requirement of 30 years of service prior to such retirement restricts the privilege to approxi-

mately the upper 8 per cent of promotion-list officers. The extension of the privilege, with suitably graded retired pay, to include the World War group, the bulk of whom have now completed 18 years of service would be advantageous as a temporary expedient for coping with the existing situation. It is necessary, however, to place a limit on the extent to which applications for voluntary retirement are approved in order to prevent the loss of too many efficient officers.

54. Compulsory Elimination.—It can not be expected that any increase in attrition that can be produced by lowering the retirement age or liberalizing voluntary retirement will result in sufficient elimination to produce a desirable rate of promotion. A certain number of compulsory removals from the active list will still be necessary and these removals, in order to produce the desired effect, must be confined largely to the officers appointed on or before July 1, 1920, i. e., to the pre-war and World War groups. The class-B law has now been in operation for a sufficient length of time to enable its future operation to be predicted with fair accuracy. The number of eliminations to be expected from that source will be totally inadequate to produce the necessary attrition. Consideration has been given to the possibility of reintroducing professional examinations for promotion, but past experience with such examinations indicate that the results obtained from them do not justify the expense and administrative difficulties that they entail. The proper method for obtaining the number of compulsory terminations of active service that are necessary after the resources of retirement for age and physical disability and voluntary retirement have been exhausted, is by having a representative, disinterested, and impartial board select annually the officers who are to be removed from the active list in order to bring about the total attrition that is required. Provided such a board is allowed due latitude in the discharge of its task, the result so obtained can be expected to be in the best interest of the service.

55. Advanced Rank on Retirement.

In connection with the application of either voluntary or compulsory retirement to officers of the World War group, it is believed that all officers of this group are entitled to retirement in a grade not lower than that of major. This belief is based on two considerations. The first is that they are veterans of the World War and are, therefore, entitled to liberal treatment. The second is that the officers of this group all entered the service at approximately the same time and are of about the same age and experience. Those at the top are, however, just attaining the grade of major, while those at the bottom are far down in the grade of first lieutenant. This inequality in rank between officers of approximately the same length of service might well be equalized in some degree upon retirement, and this can be partially accomplished by providing that no such officers shall retire in a grade below major.

56. Compensation on Termination of Active Service.—The retired list is a necessary adjunct of the active Army, and its cost is properly a part of the cost of maintaining the military establishment. The conditions under which officers serve preclude them from amassing a competence for their declining years. The equity in retirement which they build up from year to year is a real part of their compensation and should accrue to them in some form at the end of their active service, whatever its length. Under normal conditions officers of less than 20 years' service who are honorably separated from the active list should have this equity satisfied by a cash payment in a lump sum or a limited number of annual installments. Those of more than 20 years' service should be placed on the retired list with pay at the rate of 2½ per cent of their active-duty pay for each year of service. A departure from this principle is, however, justified in the case of officers appointed on or before July 1, 1920. These officers, especially in the World War group, are to some extent victims of circumstance. They are veterans of the war and were appointed in the Army at a time when it was expected that the military establishment would be much larger than the one which is now being maintained. The subsequent reduction in commissioned personnel is largely responsible for the creation of the situation which requires the elimination of a certain number of them from the active list in order to maintain healthy conditions among commissioned personnel. In view of these circumstances, any officer appointed in

the Army on or before July 1, 1920, should be granted the privilege of retirement when his active career is honorably terminated.

Proposed Personnel System

57. The preceding section of this appendix discusses the means and methods which can be applied to the existing Army personnel situation to produce the rate of promotion adopted by the board as the basis for attaining inter-service uniformity. A careful consideration of all these possibilities resulted in the adoption of the plan for the Army which is hereinafter described. This is frankly a compromise between the ideal and the practical. However, in evolving the plan the basic principles underlying the promotion and retirement of commissioned personnel, as set forth in paragraph 18 of the main report, have been borne continually in mind and followed as consistently as is practicable. In no respect does the plan contravene or depart radically from any of these principles. It represents an earnest effort to carry out the mandate of the joint congressional committee, while conserving the interests of the Government and, in so far as compatible therewith, the interests of the individual.

58. An attempt to set up a continuing and perpetual personnel system in the face of present conditions presents unusual difficulties. Predictions and estimates, however carefully made, can not safely be projected more than 10 years into the future. By that time new factors will probably be injected into the situation. This plan has, therefore, been drawn so as to secure definite results and the closest practical uniformity in inter-service promotion up to 1941. Furthermore, the accompanying draft of legislation, as will be explained later, includes continuing clauses under which the system can continue to operate after that date. It is believed that it will be desirable to make a restudy of personnel conditions in the military services in about 10 years, and such a restudy may indicate the necessity or advisability of further personnel legislation. However, if the legislation now recommended is enacted into law and permitted to operate for 10 years, the abnormalities within the services and the inequalities between them will have been very greatly reduced from their present proportions. It will then be a comparatively simple matter to make such revisions in the joint services personnel system as may be necessary in the interest of equity and uniformity.

Essential Elements of the Army Plan

59. Rate of Promotion.—The rate of promotion ultimately projected for the Army is:

To first lieutenant after 3 years.
To captain after 10 years.
To major after 17 years.
To lieutenant colonel after 23 years.
To colonel after 28 years.

60. Method of Promotion.—The existing method of promotion by selection to the grades of brigadier general and major general of the line and to the positions of chief or assistant chief of branches is retained. The promotion of other officers is based primarily on length of service with restrictions on the maximum number in the field grade to prevent top heaviness. When any field grade is filled to its maximum, further promotions into it are made by seniority as vacancies occur. When any field grade falls to its prescribed minimum, promotions into it are made by seniority, without regard to length of service, in the numbers necessary to maintain the minimum. Promotions into the grades of first lieutenant and captain are made solely on length of service without restrictions as to either maximum or minimum numbers in the grades.

61. Distribution in Grade.—a. The number of major generals and brigadier generals of the line is retained at 21 and 46, respectively, as at present.

b. Field officers are distributed in grades as follows

| | Minimum. | Maximum. |
|---------------------|----------|----------|
| Colonels | 3.5% | 4.33% |
| Lieutenant colonels | 8.0% | 15.00% |
| Majors | 15.0% | 27.00% |
| Combined maximum | 35% | |

The minimum for colonels is fixed at a percentage below which the strength of the grade should not be permitted to fall, while the maximum is set so that the number of colonels now authorized by law (470) can not be exceeded. Incidentally, the maximum percentage of colonels, plus the percentage of general officers of the line (approximately 6-10 of 1 per cent) coincides almost exactly with the Navy total of 5 per cent in the combined grades of rear admiral and captain. The minimum percentage for lieutenant colonels, which will govern the strength of that grade until 1940, is the same as the percentage established for the corresponding grade

in the Navy. A maximum of 15 per cent for lieutenant colonels is provided to permit an increase in that grade when large numbers of officers begin to complete 23 years of service. The minimum of majors is fixed at 15 per cent and coincides with the corresponding grade in the Navy. The maximum of 27 per cent for majors is provided to allow increased opportunity for promotion to World War officers who will begin to complete 17 years of service in 1934. The reason for using this particular figure is that the sum of the fixed percentage of general officers, the maximum for colonels, the minimum for lieutenant colonels, and the maximum for majors, a condition that will obtain for several years after 1935, gives a combined total for all those grades of 40 per cent and represents a limit beyond which they should not be increased. A maximum of 35 per cent is placed on the combined grades of major and lieutenant colonel to permit promotions from the former to the latter without increasing the total percentage of field officers. The absence of distinct demarcation between the duties of the two grades makes this feasible.

c. There is no prescribed distribution within the grades of captain, first lieutenant, and second lieutenant, the numbers in those grades being such as results from promotion on length of service.

62. Methods of Terminating Active Service.—a. All existing methods for termination of active service are continued in effect. These include retirement for age or physical disability, voluntary retirement on more than 30 years of service, retirement or discharge as a result of class-B procedure, resignation, and dismissal.

b. It is provided that brigadier generals of the line shall be retired at 62 years of age and colonels, except those serving as chiefs or assistant chiefs of branches, at 60 years.

c. It is provided that any officer commissioned on or before July 1, 1920, may apply for voluntary retirement at any time and any officer commissioned subsequent to that date may apply for voluntary retirement on the completion of 20 years of service. Such applications in each year may be approved up to a limit of 2 per cent of the authorized promotion-list strength. This limit is for the purpose of preventing wholesale loss of efficient officers by voluntary retirement and the retention of others whose services could better be dispensed with.

d. It is provided that when in any fiscal year the number of separations from the active list for all causes among officers appointed on or before July 1, 1920, is less than 375, a sufficient additional number of officers of that category shall be selected for retirement to bring the total number of terminations of active service to 375. This provision is operative to include the fiscal year 1941. It is further provided that thereafter a sufficient number of compulsory terminations of active service of officers in any part of the promotion list shall be made in each fiscal year to bring the total number of separations that year to 44 per cent of the authorized promotion-list strength.

e. It is provided that a general personnel board of five major generals of the line shall be appointed annually to recommend voluntary or compulsory termination of active service whenever such terminations are discretionary. This board is also charged with the preparation of the list of colonels deemed eligible for selection as brigadier generals of the line and with final disposition of class-B cases.

f. It is provided, as to officers appointed on or before July 1, 1920, who may be retired:

(1) That any who hold a grade below major when retired shall be advanced to that grade on the retired list.

(2) That the minimum retired pay shall be 50 per cent of the active-duty pay of the grade held on the retired list.

63. The total annual attrition necessary to make this plan effective was computed as follows: It was assumed that the plan would operate over a period of 10 years, i. e., until 1941, and that to produce satisfactory promotion for post-war officers by the end of that period it was necessary that they be ready to enter the major's grade on completion of 17 years of service. This required that officers commissioned in 1924 should be at the top of the captain's grade in 1941. It was then possible to calculate the shrinkage in the promotion list above these officers which must occur during the 10-year period in order to provide the necessary advancement for them. Normal attrition was allowed in the comparatively small number of post-war officers who preceded those appointed in 1924. The remaining necessary attrition was di-

vided into eleven equal increments, giving the total annual number of removals from the active list required among officers appointed on or before July 1, 1920. The resulting figure is 375.

64. The average annual attrition for the entire promotion list under this plan up to 1941 is 4.4 per cent of promotion-list strength. This rate of attrition is continued, but distributed over the entire list, after 1941. It will produce promotion at approximately the rate desired and secure a proper annual inflow of new officers.

VII. OPERATION OF THE PROPOSED PLAN.

65. All of the essential features of the operation of the proposed plan up to 1941 are shown in the table on Plate 2. This contains an estimate of conditions during each year of that period giving the following information:

a. Number of officers in each grade on July 1st.

b. Increase or decrease in the strength of each grade during each fiscal year.

c. Length of commissioned service of the junior officer in each grade on July 1st and a comparison of this length of service with that in the corresponding grade of the Navy.

d. The number of retirements in each year on account of age or length of service.

e. The total number of terminations of active service in each year among officers appointed on or before July 1, 1920, due to voluntary or compulsory retirement (other than on age or length of service), death, physical disability, resignation, discharge, or dismissal. This number, added to the number given in sub-paragraph d. equals 375 in each year.

f. The number of terminations of active service in each year among the officers appointed subsequent to July 1, 1920.

g. The total attrition in each year, which is the number of vacancies that must be filled by new appointments.

66. In order to make the estimates shown in the foregoing table it was necessary to make certain assumptions as to the strength of the Army and attrition. These assumptions are:

a. That the commissioned personnel of the Army is maintained at the total strength now authorized by law, which, for promotion list branches, is 10,863, exclusive of general officers of the line. The strength just stated includes the increase of 403 officers made by the Air Corps Act of July 2, 1926.

b. That the total annual attrition among officers appointed on or before July 1, 1920, is 375 as required by the promotion plan and that the attrition among the post-War officers is that due to natural causes.

c. That except for the retirements caused by age or length of service, the attrition among officers appointed on or before July 1, 1920, will be uniformly distributed through the promotion list.

67. The following features of the operation of the plan are of interest:

a. The colonel's grade remains filled to the maximum of 470 until 1935 and

officers of more than 28 years of service will be waiting to enter it. Therefore, during this period, Army promotion to this grade will run below the standard rate and be slower than the Navy, where it will be running above the standard rate. The two rates are, however, approaching each other. From 1935 onward, there will not be enough officers with more than 28 years of service to fill the colonel's grade to the maximum except for a short period in 1940 and promotion will occur at the standard rate and coincide with the Navy. The minimum number of colonels will occur in 1937 and is estimated at 416. At no time prior to 1941 will the minimum percentage of 3 1/2 per cent be established for the colonel's grade operate to promote into it officers of less than 28 years of service.

b. Up to 1939, the strength of the lieutenant colonel's grade is 869, corresponding to the minimum of 8 per cent, and officers of less than 23 years of service are being promoted into it. In 1940, majors of the World War group begin to complete 23 years of service and commence to enter this grade, which, by 1941, increases to its maximum of 1629, corresponding to 15 per cent. Due, however, to the maximum of 35 per cent on the combined grades of lieutenant colonel and major, the increase in the former is accompanied by a corresponding decrease in the latter. From the time that the grade is filled to its maximum in 1940, promotion into it will be made by seniority on more than 23 years of service. By July 1, 1941, nearly one-half of the surviving officers of the World War group will be in the grade of lieutenant colonel and promotions to it will be occurring on 24 years of service. Army promotion to lieutenant colonel lags from six months to a year behind the Navy up to 1941.

c. Prior to 1935, the strength of the major's grade stands at 1629, corresponding to the minimum of 15 per cent. In 1935, the World War group begins passage into the grade and fills it to 2,933, corresponding to the maximum of 27 per cent. It remains at this maximum until 1940 when a reduction is caused by the promotion of majors to lieutenant colonels on 23 years of service. This is the most difficult grade in which to attain parity of promotion with the Navy. The Army lags as much as three years behind the Navy in 1938, but reaches equality by the end of the period.

d. The captain's grade, on which there are no percentage restrictions, is initially increased to 4,565 by the promotion of those officers of more than 10 years' service who are now first lieutenants. It remains at about this figure up to 1935 when a sharp decrease to 2,801 occurs due to the promotion of World War captains to major. From that time onward there is a gradual decrease to a minimum of 2,057 in 1940. After 1940 the strength of the grade will increase slowly. The Army rate of promotion to captain coincides with that of the Navy. The length of service shown for the junior officers in the corresponding Navy grade in 1931 and 1932 applies to officers who are already

in that grade as no promotions will be made to it in the Navy during those years.

e. The number of first lieutenants will decrease initially to 1916 due to promotions to captain in 10 years of service. It will then increase gradually throughout the period to a maximum of 3058 in 1940, after which a slow decrease begins. The promotion rate necessarily coincides with that of the Navy.

f. The number of second lieutenants is initially reduced to 1414 by the promotion of officers of more than 3 years of service. Following this, it practically stabilizes at a figure around 1400, which represents three annual increments of new officers. The figures shown for this grade include any vacancies which may exist due to commissioned personnel being below the authorized total.

g. The number of retirements for age or length of service in the fiscal year 1931 is 177, which includes all officers except generals now on the active list who are above 60 years of age or have more than 36 years of service. This number drops off sharply in 1932 and 1933 and then increases. The maximum of 191 is encountered in 1937 when the Spanish War group of officers complete 36 years of service. The annual average of retirements of this character throughout the period is 141. It is interesting that these retirements are almost equally divided between those which occur for age and those which occur on length of service. The grades in which they are expected to occur are shown in the following table:

Estimate by fiscal years of promotion-list officers retired at 60 years of age or on 36 years of commissioned service and grade in which retired.

| Fiscal Year | Grade in which retired | Col. | Lt. Col. | Major | Total |
|--------------|------------------------|------------|------------|-------------|-------|
| 1931 | 141 | 13 | 23 | 177 | |
| 1932 | 63 | 5 | 13 | 71 | |
| 1933 | 64 | 11 | 10 | 85 | |
| 1934 | 112 | 10 | 25 | 147 | |
| 1935 | 117 | 9 | 18 | 144 | |
| 1936 | 75 | 21 | 31 | 127 | |
| 1937 | 148 | 17 | 26 | 191 | |
| 1938 | 69 | 16 | 45 | 130 | |
| 1939 | 72 | 18 | 58 | 148 | |
| 1940 | 86 | 19 | 68 | 173 | |
| 1941 | 67 | 25 | 64 | 156 | |
| TOTAL | 1004 | 164 | 381 | 1549 | |

h. The number of terminations of active service among officers appointed on or before July 1, 1920, due to death, physical disability, resignation, voluntary and forced retirement, dismissal and discharge, which averages 234 annually during the period, necessarily varies inversely with the number of retirements for age and length of service. This is because the total of the two must be 375 in each year.

i. The annual attrition among post-War officers increases throughout the period as the strength of the group increases. Its average is 102.

j. The total annual attrition is equal to 375 plus the annual attrition among post-War officers. It therefore increases with the latter. Its average for the period is 477, which is 4.4 per cent of the authorized promotion-list strength.

VIII. PERSONNEL SYSTEM FOR NON-PROMOTION-LIST OFFICERS

68. The preceding sections of this Appendix have been devoted entirely to promotion-list officers. This section will deal with non-promotion-list officers, which category includes those commissioned in the Medical, Dental, Veterinary and Medical Administrative Corps of the Medical Department; chaplains, and professors. In so far as practicable the same order of arrangement that has been followed in discussing promotion-list officers will be adhered to in this section. Certain provisions of law which affect all commissioned officers, such as those governing retirement, Class B procedure and the like, have already been described in previous sections of the Appendix, and the description will not be repeated. For reasons stated in the two following paragraphs, no changes are contemplated in the existing laws governing promotions of professors and officers of the Medical Administrative Corps.

69. Professors. There are eight professors at the Military Academy who receive the rank, pay and allowances of a lieutenant colonel upon appointment as professors and are advanced to colonel after 10 years of professional service. Their appointment and promotion has no effect upon conditions in the remainder of the Army and it is therefore believed to be outside the province of this report to consider or recommend changes in the existing system.

70. Medical Administrative Corps. The Medical Administrative Corps has an authorized strength of 72. Appointments to it are made in the grade of second lieutenant from enlisted men of the Medical Department who have had a minimum of two years of enlisted service. Promotion is made to first lieutenant and captain (the highest grade authorized upon completing five and ten years, respectively, of commissioned service. This corps was created for the special purpose of relieving professional officers of the Medical Department of administrative duties and the range of promotion allowed was accordingly limited. The Corps has no counterpart in the Army and the closest parallel to it in our military service is found in the commissioned warrant officers of the Navy who have similar duties and responsibilities. The pay schedules recommended by this Board provide approximate parity in compensation for these classes of personnel. No further action with reference to the Medical Administrative Corps is deemed to be either necessary or desirable.

71. The paragraphs which follow accordingly contain no further reference to the professors and officers of the Medical Administrative Corps but are limited to a consideration of personnel conditions in the Medical, Dental and Veterinary Corps, and among chaplains.

HISTORICAL

72. Medical Corps. Pertinent personnel history relating to the Medical Corps of the Army begins with the Act of July 26, 1866, which recognized the Corps after the Civil War. A fixed number of medical officers was authorized who were distributed in grades from lieutenant to brigadier general, initial appointment was with the rank of first lieutenant, officers were advanced to the rank of captain after three years of commissioned service, and were thereafter promoted by seniority. This general system, with variations in detail of strength, distribution and length of service required for promotion, remained in force until 1916. The prescribed length of service in the grade of first lieutenant was increased to five years in 1874 and remained at that figure until 1908, when it was reduced to three years. Prior to 1908, Medical officers were commissioned as assistant surgeons, surgeons, etc., with rank, pay and allowances of corresponding grades of the line, but in the reorganization of that year the use of medical titles was discontinued and thereafter such officers were commissioned directly in the various military grades. The Act of June 3, 1916 (original National Defense Act) introduced the innovation of making the authorized commissioned strength of the Medical Corps vary with the enlisted strength of the Army, the proportion of Medical officers being fixed at 7 per 1000 enlisted men. This Act also provided for the distribution of Medical officers in grades by fixed percentages. Original appointment as first lieutenant, promotion on length of service to captain, and by seniority thereafter, was continued. However, the length of service of service required in the grade of first lieutenant prior to pro-

PROMOTION-LIST OFFICERS

| Conditions on July 1st of the year indicated | ESTIMATE OF COMPOSITION OF ARMY PROMOTION PLAN | | ATTRITION | | | | | | | | | | | | | | | | | |
|----------------------------------------------|------------------------------------------------|-------------|-----------|---------|----------------|---------------|---------------------------------|-------|------------|-------------------|----------------------------------|-----------|-----------|-------------|-------------------|-------|------|------|-------|-----|
| | COLONEL | Lt. COLONEL | MAJOR | CAPTAIN | 1st LIEUTENANT | 2d LIEUTENANT | APPOINTED PRIOR TO JULY 1, 1920 | Death | Disability | Natural attrition | Retirement on 60 yrs. of service | Dismissal | Voluntary | Resignation | Forced retirement | Total | | | | |
| 1930 (Present status) | 470 | — | 29 (24) | 577 | — | 25 (20) | 1725 | — | 15 (15) | 25.0% | 3450 | — | 12 (7) | 2667 | — | 0 (0) | — | 177 | | |
| 1931 | 470 | 0 | 30 (25) | 869 | +292 | 21 (20) | 1629 | -96 | 14 (14) | 27.3% | 4545 | +1115 | 10 (8) | 1916 | -751 | 3 (3) | 1416 | — | 177 | |
| 1932 | 470 | 0 | 30 (25) | 869 | 0 | 21 (21) | 1629 | 0 | 15 (14) | 27.3% | 4438 | -127 | 10 (9) | 1986 | +70 | 3 (3) | 1472 | +57 | 0 (0) | 72 |
| 1933 | 470 | 0 | 30 (26) | 869 | 0 | 21 (21) | 1629 | 0 | 16 (15) | 27.3% | 4292 | -146 | 10 (10) | 2056 | +70 | 3 (3) | 1547 | +76 | 0 (0) | 85 |
| 1934 | 470 | 0 | 29 (27) | 869 | 0 | 21 (21) | 1629 | 0 | 17 (16) | 27.3% | 4256 | -38 | 10 (10) | 2301 | +265 | 3 (3) | 1360 | -207 | 0 (0) | 147 |
| 1935 | 470 | 0 | 28 (27) | 869 | 0 | 21 (21) | 2933 | 17 | 28 (26) | 39.3% | 2801 | -1453 | 10 (10) | 2426 | +123 | 3 (3) | 1366 | +26 | 0 (0) | 144 |
| 1936 | 455 | -15 | 26 (28) | 869 | 0 | 20 (21) | 2933 | 0 | 18 (17) | 39.3% | 2570 | -231 | 10 (10) | 2647 | +223 | 3 (3) | 1309 | +25 | 0 (0) | 127 |
| 1937 | 416 | -39 | 29 (26) | 869 | 0 | 20 (21) | 2933 | 0 | 19 (17) | 38.6% | 2478 | -92 | 10 (10) | 2756 | +109 | 3 (3) | 1411 | +22 | 0 (0) | 191 |
| 1938 | 435 | +19 | 28 (29) | 869 | 0 | 21 (21) | 2933 | 0 | 20 (17) | 39.0% | 2302 | -176 | 10 (10) | 2891 | +135 | 3 (3) | 1433 | +22 | 0 (0) | 130 |
| 1939 | 450 | +15 | 28 (29) | 869 | 0 | 22 (21) | 2933 | 0 | 20 (18) | 39.1% | 2190 | -112 | 10 (10) | 2946 | +74 | 3 (3) | 1456 | +25 | 0 (0) | 148 |
| 1940 | 470 | +20 | 29 (29) | 1152 | +263 | 23 (22) | 2630 | -283 | 18 (18) | 39.3% | 2057 | -133 | 10 (10) | 3058 | +93 | 3 (3) | 1476 | +20 | 0 (0) | 178 |
| 1941 | 458 | -12 | 28 (29) | 1629 | +477 | 24 (23) | 2173 | -477 | 17 (18) | 39.2% | 2197 | +140 | 10 (10) | 2910 | -148 | 3 (3) | 1496 | +20 | 0 (0) | 156 |

(1) Authorized promotion-list strength (exclusive of generals of the line) is

10,863. Army is kept at that strength.

(2) Total annual attrition among officers appointed prior to July 1, 1920.

(3) Attrition among officers appointed prior to July 1, 1920, (except retirements for age or length of service) is uniformly distributed.

| | TOTAL | 1939 | 2040 | 1931 | 5246 |
|------------------|-------|------|------|------|------|
| AVERAGE PER YEAR | 141 | 234 | 102 | 677 | |

* NOTE - Figures in parentheses show Navy rates of promotion. No Navy promotions to lieutenant (Army captain) will occur until 1933.

motion was increased from three to five years. This was the last change made before the 1920 reorganization, which introduced the present system.

72. **Dental Corps.** From 1901 to 1911 dentists were employed in the status of contract surgeons. The Act of March 3, 1911, created the Dental Corps, but the only commissioned grade provided was that of first lieutenant. By the Act of June 3, 1916, the additional grades of captain and major were authorized, promotion to captain being made on 8 years of service and to major on 24 years. The number of majors was limited to 15. The Act of Oct. 6, 1917, provided that the authorized commissioned strength of the Dental Corps should be one-tenth of one per cent of the authorized strength of the Army and that its officers should be distributed in grades in the same proportion as authorized for the Medical Corps.

73. **Veterinary Corps.** Veterinarians were employed in a contract status prior to 1916. The Act of June 3, 1916, created the Veterinary Corps with grades from second lieutenant to major, inclusive. Promotions to first lieutenant, captain and major were made on completing five, fifteen and twenty years of service, respectively. Credit for service rendered in a contract status was allowed to former veterinarians of the Cavalry, Field Artillery and Quartermaster Corps.

75. **Chaplains.** Chaplains had the rank of captains and pay of first lieutenants up to 1901 and the rank and pay of captains from that year to 1904. The Act of April 21, 1904, provided grades corresponding to those from first lieutenant to major, inclusive. Original appointment was in the rank of first lieutenant with advancement to the rank of captain on completing seven years of service. The promotion of not more than 15 chaplains to the rank of major was authorized, such promotions to be made by selection from chaplains of not less than ten years of service.

EXISTING PERSONNEL SYSTEM
76. **Strength and Distribution.** The existing personnel system for the non-promotion-list branches is embodied in the National Defense Act of June 4, 1920. Authorized commissioned strength was fixed by the Act as follows:

Medical Corps, 6 1/2 per 1000 enlisted strength of the Army.

Dental Corps, 1 per 1000 commissioned and enlisted strength.

Chaplains, 1 per 1200 commissioned and enlisted strength.

Veterinary Corps, 175 officers.

The Act of June 30, 1922, reduced all of these corps to fixed strengths as follows:

Medical Corps, 983 officers.

Dental Corps, 158 officers.

Veterinary Corps, 126 officers.

Chaplains, 125 officers.

The authorized strength is still as given above. No distribution in grade is prescribed. Initial appointments of Medical and Dental officers and chaplains are made in the grade of first lieutenant and the highest grade authorized for chaplains is that of lieutenant colonel. The law provides for the

| | Medical Corps | | | Dental Corps | | | Veterinary Corps | | | Chaplains | | |
|----------|---------------|------|------|--------------|------|------|------------------|------|------|-----------|------|------|
| | Max. | Avg. | Min. | Max. | Avg. | Min. | Max. | Avg. | Min. | Max. | Avg. | Min. |
| Colonel | 63 | 56 | 49 | 62 | 56 | 51 | 60 | 56 | 51 | 62 | 59 | 54 |
| Lt. Col. | 57 | 50 | 45 | 54 | 49 | 45 | 53 | 49 | 45 | 58 | 51 | 57 |
| Major | 63 | 55 | 55 | 54 | 41 | 35 | 51 | 44 | 38 | 58 | 51 | 37 |
| Captain | 58 | 56 | 27 | 46 | 37 | 27 | 55 | 39 | 34 | 56 | 47 | 38 |
| 1st Lt. | 33 | 29 | 25 | 32 | 29 | 26 | 33 | 31 | 29 | 46 | 38 | 28 |
| 2nd Lt. | — | — | — | — | — | — | 29 | 27 | 23 | — | — | — |

81. The outstanding characteristic of existing non-promotion-list personnel conditions is the large proportion of officers of nearly equal age and length of service who were appointed during and immediately after the World War period. This condition is relatively even more acute than on the promotion list. The service of approximately 55 per cent of the present officers of the non-promotion-list corps originated in 1917 and 1918. The ab-

normal concentration of officers in the major's grade, as shown in the table in paragraph 79, is due to this condition.

FUTURE CONDITIONS UNDER EXISTING LAW

82. The rate of promotion will not vary as it is fixed by law and no limiting distribution in grade is prescribed. The following table shows by years up to 1941, the distribution by grade that is to be expected, after allowing for normal attrition.

PRESENT AND ESTIMATED FUTURE DISTRIBUTION IN GRADE OF MEDICAL, DENTAL, AND VETERINARY CORPS AND CHAPLAINS UP TO 1941, ALLOWING NORMAL ATTRITION BASED ON EXPERIENCE.

| Distribution on July 1 | Corps | NUMBER IN GRADE OF | | | | | | |
|------------------------|-------|--------------------|----------|------|-------|---------|--------|-------|
| | | Col. | Lt. Col. | Maj. | Capt. | 1st Lt. | 2d Lt. | Total |
| (Present status) | Med. | 82 | 66 | 583 | 121 | 130 | — | 982 |
| | Dent. | 7 | 7 | 102 | 38 | 8 | — | 157 |
| | Vet. | 9 | 8 | 16 | 78 | 7 | 6 | 122 |
| | Chap. | — | 5 | 24 | 76 | 15 | — | 120 |
| 1931 | Med. | 78 | 74 | 589 | 93 | 149 | — | 983 |
| | Dent. | 8 | 6 | 121 | 16 | 7 | — | 158 |
| | Vet. | 9 | 8 | 75 | 17 | 8 | 9 | 126 |
| | Chap. | — | 5 | 53 | 48 | 19 | — | 125 |
| 1932 | Med. | 75 | 92 | 551 | 141 | 124 | — | 983 |
| | Dent. | 8 | 12 | 115 | 18 | 5 | — | 158 |
| | Vet. | 10 | 7 | 85 | 10 | 6 | 8 | 126 |
| | Chap. | — | 7 | 70 | 27 | 21 | — | 125 |
| 1933 | Med. | 72 | 99 | 523 | 190 | 99 | — | 983 |
| | Dent. | 7 | 20 | 103 | 19 | 9 | — | 158 |
| | Vet. | 10 | 16 | 75 | 8 | 6 | 11 | 126 |
| | Chap. | — | 11 | 82 | 15 | 17 | — | 125 |
| 1934 | Med. | 68 | 99 | 502 | 228 | 91 | — | 983 |
| | Dent. | 7 | 23 | 98 | 21 | 9 | — | 158 |
| | Vet. | 10 | 14 | 75 | 9 | 10 | 8 | 126 |
| | Chap. | — | 10 | 86 | 15 | 14 | — | 125 |
| 1935 | Med. | 66 | 90 | 481 | 247 | 99 | — | 983 |
| | Dent. | 10 | 24 | 91 | 22 | 11 | — | 158 |
| | Vet. | 10 | 14 | 73 | 10 | 10 | 9 | 126 |
| | Chap. | — | 25 | 69 | 15 | 16 | — | 125 |
| 1936 | Med. | 79 | 72 | 461 | 261 | 110 | — | 983 |
| | Dent. | 11 | 32 | 84 | 21 | 10 | — | 158 |
| | Vet. | 8 | 15 | 71 | 11 | 11 | 10 | 126 |
| | Chap. | — | 23 | 64 | 20 | 18 | — | 125 |
| 1937 | Med. | 81 | 199 | 308 | 281 | 114 | — | 983 |
| | Dent. | 10 | 82 | 36 | 21 | 9 | — | 158 |
| | Vet. | 9 | 67 | 14 | 12 | 13 | 11 | 126 |
| | Chap. | — | 47 | 40 | 22 | 16 | — | 125 |
| 1938 | Med. | 81 | 447 | 38 | 267 | 130 | — | 983 |
| | Dent. | 15 | 97 | 14 | 21 | 11 | — | 158 |
| | Vet. | 7 | 76 | 6 | 15 | 10 | 12 | 126 |
| | Chap. | — | 62 | 22 | 22 | 19 | — | 125 |
| 1939 | Med. | 79 | 414 | 64 | 292 | 134 | — | 983 |
| | Dent. | 21 | 90 | 13 | 21 | 13 | — | 158 |
| | Vet. | 16 | 67 | 6 | 13 | 14 | 10 | 126 |
| | Chap. | — | 72 | 7 | 23 | 23 | — | 125 |
| 1940 | Med. | 81 | 384 | 78 | 308 | 132 | — | 983 |
| | Dent. | 19 | 85 | 12 | 22 | 20 | — | 158 |
| | Vet. | 15 | 66 | 6 | 15 | 14 | 10 | 126 |
| | Chap. | — | 69 | 4 | 26 | 26 | — | 125 |
| 1941 | Med. | 76 | 351 | 116 | 311 | 129 | — | 983 |
| | Dent. | 22 | 78 | 14 | 25 | 19 | — | 158 |
| | Vet. | 13 | 62 | 8 | 16 | 14 | 13 | 126 |
| | Chap. | — | 62 | 5 | 31 | 27 | — | 125 |

appointment of one Surgeon General, two Assistant Surgeon Generals, and a Chief of Chaplains with the rank and pay of major general, brigadier general and colonel, respectively.

77. **Promotion.** Promotion is based entirely on length of service as follows:

| YEARS OF COMMISSIONED SERVICE FOR PROMOTION TO | | | | |
|------------------------------------------------|-------|-------|----------|---------|
| 1st Lt. | Capt. | Major | Lt. Col. | Colonel |
| 2 | 12 | 20 | 26 | |
| 3 | 7 | 14 | 20 | 26 |
| — | 5 | 14 | 20 | — |

promotion-list officers which have previously been described (paragraphs 15 to 18, inclusive) are equally applicable to non-promotion-list officers. The results of the operation of the Class B law on non-promotion-list officers in the ten years that it has been in effect have been as follows:

OPERATION OF CLASS B LAW (NON-PROMOTION-LIST OFFICERS)

| | 1921 | 1922 | 1923 | 1924 | 1925 | 1926 | 1927 | 1928 | 1929 | 1930 | Total |
|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Retired | 3 | 1 | — | — | — | — | 2 | 3 | 9 | — | — |
| Honorably Discharged | 4 | — | — | — | 2 | — | — | — | 6 | — | 6 |
| Discharged | — | — | — | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 5 |
| TOTAL | 3 | 5 | — | 1 | 3 | 1 | 1 | 2 | 4 | 20 | 20 |

EXISTING PERSONNEL CONDITIONS

79. The present strength and dis-

tribution of non-promotion-list officers by grade is shown in the following table:

| | Medical Corps | Dental Corps | Veterinary Corps | Chaplains | Total |
|------------------------|---------------|--------------|------------------|-----------|-------|
| Colonel | 82 | 7 | 9 | — | 98 |
| Lieutenant Colonel</td | | | | | |

onels and lieutenant colonels. This is approximately 20 per cent of the authorized strength of the Corps and is a limit which should be adhered to under normal conditions and temporarily exceeded at present or in the near future only in so far as is absolutely necessary in order to remedy the acute personnel situation which now exists.

87. **Methods of terminating active service.** The discussion of the desirability of stimulating attrition and of possible methods for increasing the number of removals from the active list which is contained in paragraphs 51 to 56 of this Appendix is applicable to non-promotion-list officers.

PROPOSED PERSONNEL PLAN

88. As in the case of the promotion-list branches, the plan proposed is a compromise and is designed to operate over a definite period. At the end of that period more normal conditions will prevail and a revision of the system may be advisable. It was decided that the conditions to be established in the Medical Corps, which is by far the largest group concerned, should first be determined and that these should conform. In following this procedure it was necessary to decide whether the present distinctions in promotion between the Medical and Dental Corps on one hand, and the Veterinary Corps and chaplains on the other, should be permitted to continue. It was earnestly recommended by the Surgeon General

that the practice of appointing officers of the Veterinary Corps as second lieutenants should be discontinued and that this corps should be placed on a parity, both as to first appointment and subsequent promotion, with the Medical and Dental Corps. His opinion in this matter, as head of the Medical Department, is entitled to great weight. As to chaplains, there appears to be no sound reason why they should not receive their first promotion at the same time as Medical officers, or why they should be denied an opportunity to advance to the grade of colonel. Indeed, the fact that chaplains in the Navy do advance to the grade corresponding to that of colonel practically necessitates a change in the present Army system of chaplains if equality of promotion between the services is to be attained. In view of these considerations, it was decided that a uniform rate of promotion should be established in the Army for the Medical, Dental and Veterinary Corps and chaplains. The procedure adopted relative to promotion-list officers, that is to endeavor to obtain inter-service uniformity of rate rather than of method of promotion, was also followed in the case of the non-promotion-list branches.

89. The rate of promotion adopted for the Army, with all initial appointments in the grade of first lieutenant, is shown below in comparison with the rate of promotion-list officers of the Army, the line of the Navy and the medical and allied staff corps of the Navy.

This schedule is believed to attain proper coordination both within and between the services.

90. The present method of promotion on length of service is retained but restrictions are placed on the grades of lieutenant colonel and colonel to prevent excessive numbers therein. The percentages established for these grades are as follows:

| | MINIMUM | MAXIMUM | COMBINED MAXIMUM |
|-------------|---------|---------|---------------------|
| Colonel | 5% | 10% | |
| Lt. Colonel | 10% | 20% | 25% |

No distribution is prescribed for the grades of major, captain and first lieutenant. Promotions to lieutenant colonel and colonel are deferred as necessary to prevent the maximum percentage from being exceeded and are made on less than the prescribed length of service when necessary to maintain the minimum percentages.

91. All methods of terminating active service in order to increase attrition which have been adopted for the promotion list have also been applied to non-promotion-list officers except that of compulsory retirement on 60 years of age or 36 years of service. The greater average age of such officers on entrance into the service and the possibility of using them to advantage on non-military professional duties up to the age of 64 made the application of such provision inadvisable. The same board of five major generals of the line which passes on discretionary terminations of active service for the promotion list is to act on the cases of non-promotion-list officers, with the addition of the Surgeon General as a member of the board whenever the cases of officers of the Medical Department are being considered. The amount of annual attrition necessary in each corps was computed on the assumption that the maximum delay below the nor-

mal rate on entering the lieutenant colonel's grade should not exceed three years. This made it possible to calculate the number of terminations of active service that were necessary in each year up to 1941, among officers appointed on or before July 1, 1920, to bring all remaining World War officers into the lieutenant colonel's grade by 1941. A general provision for an annual attrition of 4.4 per cent after July 1, 1941, is embodied in the plan. This is the same percentage that is used for the promotion list.

OPERATION OF THE PROPOSED PLAN

92. A complete estimate of the operation of the proposed plan is given in Plate 3. This shows for each corps in each year of the period:

a. Number of each grade.

b. Length of service of the junior officer in each grade and a comparison with the Navy.

c. Predicted number of terminations of service due to normal attrition.

d. Additional terminations of active service by voluntary and compulsory retirement necessary to make the plan operative.

e. Number of new appointments necessary in order to maintain the authorized commissioned strength.

The outstanding effect of the plan is that by 1941 all World War officers will have been promoted into the grade of lieutenant colonel or not to exceed 23 years of service. The next promotions to captain, major and lieutenant colonel fourteen and twenty years of service, will be on the normal periods of five, respectively. Promotions to colonel will be occurring at a rate slightly above normal. The almost uniform annual inflow of new officers throughout the period covered by the plan should be noted.

93. The assumptions on which the estimates given in Plate 3 are based are stated below the table. No further explanation appears to be required except in one respect. There will be certain years during which conditions will prevail, in the Army or the Navy, or both, under which no promotions to some grades can be made because no officers in the grade below have acquired eligibility for advancement. In these years the length of service shown for the junior officer in the grade to which there are no promotions will naturally increase. This does not indicate any actual slowing down of promotion because promotions will be made at the normal rate as soon as any officers have completed the periods of service required. In order to avoid giving an erroneous idea of promotion rates under these conditions, the places where this situation exists have been indicated by asterisks.

(Sections 94 to 106 published in issue of Jan. 3, 1931.)

Navy

APPENDIX B NAVY PERSONNEL SYSTEM

I. HISTORICAL

1. Prior to 1916 the commissioned personnel of the line of the Navy was fixed by numbers in grades and promotion was by seniority. The result of this system was that officers spent long periods of time in the lower grades and passed through the upper grades in a very few years. There were numerous cases of officers serving in the grade of rear admiral for a period of less than one year and a 50 per cent turn-over in that grade in one year was not unusual. Practically every officer who lived and maintained a clear record reached the grade of rear admiral before retiring, although some few of the older members of each class reached the retiring age while in the grade of captain, without having had proper preparation for the duties of rear admiral and many of them with a negligible amount of service in that grade.

Retirement

2. In general prior to 1916 officers were retired under the following causes.

a. Compulsory retirement of all officers at 62 years of age.

b. Physical disability.

c. Upon own application after 40 years service.

d. Upon own application after 30 years service in the discretion of the President.

3. The Personnel Act of 1899 provided for the voluntary retirement on

| Army | YEARS OF COMMISSIONED SERVICE FOR PROMOTION TO | | | |
|------------------|------------------------------------------------|------|----------|------|
| | CAPT. | MAJ. | Lt. COL. | COL. |
| Promotion List | 10 | 17 | 23 | 28 |
| Medical Corps | | | | |
| Dental Corps | | | | |
| Veterinary Corps | | | | |
| Chaplains | 5 | 14 | 20 | 26 |
| Line | 10 | 17 | 22-23 | 28 |
| Medical Officers | | | | |
| Dental Officers | | | | |
| Chaplains | 5 | 14 | 19-20 | 25 |

MEDICAL, DENTAL AND VETERINARY CORPS AND CHAPLAINS

ESTIMATE OF OPERATION OF ARMY PROMOTION PLAN

| Conditions on July 1st of the year indicated | Corps | 2nd LIEUTENANT | | 1st LIEUTENANT | | CAPTAIN | | 1st LT | | ATTRITION | | | |
|-------------------------------------------------------------|-------|----------------|------|----------------|------|---------|------|--------|------|-----------|------|----|----|
| | | 2nd | | 3rd | | 4th | | 5th | | 6th | | | |
| | | Yrs. | Army | Yrs. | Army | Yrs. | Army | Yrs. | Army | Yrs. | Army | | |
| 1930 Present status | Med | 82 | 26 | 44 | 30 | 503 | 12 | 121 | 130 | 33 | 8 | — | |
| | Dent | 7 | 26 | 12 | 7 | 102 | 12 | 10 | 98 | 7 | 2 | — | |
| | Vet | 9 | 26 | 6 | 30 | 16 | 14 | 16 | 15 | 5 | 1 | — | |
| | Chap | — | — | 5 | 30 | 14 | 14 | 14 | 15 | 5 | 1 | — | |
| 1931 | Med | 74 | 26 | 90 | 19 | 504 | 14* | 74 | 179 | 34 | 15 | 8 | 54 |
| | Dent | 8 | 26 | 18 | 18 | 105 | 13 | 11 | 18 | 2 | 1 | 10 | 10 |
| | Vet | 9 | 26 | 13 | 10 | 67 | 14 | 21 | 22 | 2 | 5 | 4 | 11 |
| | Chap | 6 | 26 | 13 | 16 | 36 | 14 | 46 | 36 | 1 | 5 | 5 | 11 |
| 1932 | Med | 71 | 26 | 98 | 19 | 511 | 14* | 78 | 230 | 36 | 15 | 8 | 55 |
| | Dent | 8 | 26 | 16 | 19 | 96 | 14* | 15 | 23 | 1 | 0 | 9 | 9 |
| | Vet | 9 | 26 | 13 | 19 | 69 | 14 | 13 | 22 | 1 | 0 | 7 | 7 |
| | Chap | 6 | 26 | 13 | 17 | 52 | 14 | 25 | 25 | 3 | 0 | 6 | 6 |
| 1933 | Med | 66 | 26 | 98 | 19 | 468 | 15* | 89 | 262 | 36 | 16 | 7 | 56 |
| | Dent | 8 | 26 | 16 | 19 | 87 | 15* | 15 | 32 | 5 | 0 | 9 | 9 |
| | Vet | 9 | 26 | 16 | 20 | 64 | 16 | 11 | 20 | 6 | 0 | 7 | 7 |
| | Chap | 6 | 26 | 13 | 18 | 41 | 16 | 15 | 20 | 1 | 0 | 6 | 6 |
| 1934 | Med | 58 | 26 | 98 | 18 | 431 | 16* | 126 | 264 | 30 | 16 | 6 | 56 |
| | Dent | 8 | 26 | 17 | 20 | 77 | 16* | 17 | 39 | 2 | 1 | 11 | 11 |
| | Vet | 9 | 26 | 13 | 19 | 60 | 16 | 12 | 39 | 3 | 1 | 9 | 9 |
| | Chap | 6 | 26 | 13 | 19 | 40 | 16 | 15 | 31 | 4 | 1 | 7 | 7 |
| 1935 | Med | 56 | 26 | 98 | 18 | 382 | 17* | 101 | 261 | 26 | 20 | 10 | 56 |
| | Dent | 8 | 26 | 18 | 20 | 67 | 17* | 15 | 47 | 5 | 1 | 10 | 10 |
| | Vet | 9 | 26 | 18 | 21 | 53 | 18* | 21 | 39 | 2 | 0 | 9 | 9 |
| | Chap | 6 | 26 | 13 | 20 | 54 | 17* | 15 | 37 | 2 | 0 | 8 | 8 |
| 1936 | Med | 60 | 26 | 98 | 19 | 326 | 18* | 227 | 268 | 32 | 16 | 10 | 56 |
| | Dent | 8 | 26 | 22 | 30 | 54 | 18* | 26 | 48 | 3 | 0 | 11 | 11 |
| | Vet | 9 | 27* | 13 | 19 | 48 | 18* | 22 | 37 | 3 | 0 | 9 | 9 |
| | Chap | 6 | 26 | 13 | 19 | 47 | 18* | 25 | 34 | 7 | 0 | 9 | 9 |
| 1937 | Med | 62 | 26 | 153 | 20 | 226 | 16 | 268 | 276 | 31 | 17 | 11 | 59 |
| | Dent | 8 | 26 | 32 | 30 | 35 | 19* | 34 | 49 | 2 | 1 | 10 | 10 |
| | Vet | 9 | 26 | 25 | 30 | 22 | 19* | 39 | 38 | 4 | 1 | 8 | 8 |
| | Chap | 6 | 22 | 33 | 30 | 30 | 16 | 29 | 35 | 1 | 0 | 7 | 7 |
| 1938 | Med | 61 | 26 | 185 | 30 | 154 | 16 | 305 | 370 | 45 | 3 | 11 | 59 |
| | Dent | 9 | 26 | 31 | 31 | 31 | 16 | 36 | 61 | 4 | 0 | 11 | 11 |
| | Vet | 6 | 25 | 25 | 21 | 24 | 16 | 34 | 32 | 3 | 1 | 8 | 8 |
| | Chap | 4 | 23 | 26 | 20 | 25 | 16 | 34 | 36 | 4 | 1 | 8 | 8 |
| 1939 | Med | 56 | 26 | 190 | 21 | 113 | 16 | 239 | 265 | 35 | 15 | 12 | 61 |
| | Dent | 11 | 26 | 29 | 21 | 26 | 16 | 43 | 51 | 4 | 2 | 11 | 11 |
| | Vet | 9 | 26 | 23 | 22 | 19 | 16 | 36 | 39 | 3 | 0 | 9 | 9 |
| | Chap | | | | | | | | | | | | |

June 30 of the current year of a small number of officers in any grade above lieutenant, regardless of length of service, to provide at least 13 vacancies above the grade of commander, 20 above the grade of lieutenant commander, 29 above the grade of lieutenant, and a total of 40 above the grade of lieutenants (jg). In case the total vacancies in any year including these voluntary retirements were less than the figures given above, officers were involuntarily retired with the rank and retired pay of the next higher grade in sufficient number to produce the said vacancies. In 1912 the promotion to the next higher grade upon retirement of these officers was discontinued. In 1915 the laws regarding involuntary retirement to create vacancies were repealed.

II. EXISTING PERSONNEL SYSTEM

Promotion

4. The basic law governing the number and promotion of the commissioned personnel of the Navy is contained in the Act of Aug. 29, 1916. The salient features of this law are as follows:

a. The strength of the commissioned line personnel is 4 per cent of the authorized enlisted strength plus 6,000 apprentice seamen.

b. The total number of commissioned line officers in the service at any one time is divided into grades proportionately as follows:

| | |
|------------------|---------------------------------------------------------------------|
| Rear Admirals | 1% |
| Captains | 4% |
| Commanders | 7% (Additional numbers in Lieut. Comdr. 14% grade are not included) |
| Lieutenants | 32% |
| Lieutenants (jg) | 41 1/2% |

c. Promotions from ensign to lieutenant (jg) are made upon completion of three years service in grade of ensign. Promotions from lieutenant (jg) to lieutenant and from lieutenant to lieutenant commander are made by seniority to fill vacancies. Promotions from lieutenant commander to commander, commander to captain and captain to rear admiral are made by selection to fill vacancies.

d. Before promotions are made for any grade the eligible officer must pass a medical and professional examination.

Retirements

5. In addition to the provisions of existing law covering retirement mentioned in Section I above, the Act of Aug. 29, 1916, provides that officers be involuntarily retired for age in grade as follows:

Lieutenant commanders at 45 years. Commanders at 50 years. Captains at 56 years.

Temporary legislation enacted by the 69th and 70th Congresses changed the age in grade retirement feature to that of length of service retirement as follows:

Lieutenant commanders after 21 years service since graduation. Commanders after 28 years service since graduation.

Captains after 35 years service since graduation.

6. The 1916 Act also changed compulsory age of retirement of all officers from 62 years to 64 years.

7. In general, retired officers receive 75 per cent of their active duty pay (exclusive of allowances) at the time of retirement. The more important exceptions are given below:

a. Chiefs of bureaus, including the Judge Advocate General, retiring while in office, receive retired rank and pay of rear admiral (upper half).

b. Officers in the grades of ensign, lieutenant (jg) and lieutenant found physically disqualified on examination for promotion are advanced to the next higher grade on retirement and receive 75 per cent of the active duty pay of that rank.

c. Officers retired involuntarily under the provisions of the Act of Aug. 29, 1916, receive retired pay at the rate of 2 1/2 per cent of their active duty pay multiplied by a number equal to the total number of years of actual service for which they would be entitled to credit for pay purposes, not to exceed a total of 75 per cent of said active duty pay.

Other Methods of Separation from Active List

8. The methods, other than transfers to the retired list, by which the active service of officers may be terminated are: deaths, resignations, dismissal, discharge, by being dropped and by doing wholly retired. The first two require no comment. Dismissals must be by approved sentence of court-martial or, in time of war, by order of the President. Officers failing on examination for promotion may be discharged

or dropped. Officers found physically disqualified, not in line of duty, may be wholly retired, i.e., completely separated from the service.

III. EXISTING PERSONNEL CONDITIONS

Strength and Distribution

9. All references herein after made to existing conditions in the Navy are to the conditions which obtained on July 1, 1930. The actual commissioned strength of the line on that date (exclusive of 59 additional numbers) was 5,433 as compared with the authorized total strength of 5,499. These officers were distributed by grades as shown in the following table:

| Grade | Regular Nos. | Addl. Nos. | Total |
|------------------|--------------|------------|-------|
| Rear Admirals | 55 | 4 | 59 |
| Captains | 218 | 24 | 242 |
| Commanders | 382 | 28 | 410 |
| Lieut. Comdr. | 764 | | 764 |
| Lieutenants | 1774 | 2 | 1776 |
| Lieutenants (jg) | 1578 | | 1578 |
| Ensigns | 662 | 1 | 663 |
| Total | 5433 | 59 | 5492 |

Rate of Promotion

10. The length of commissioned service of the officers who are now being promoted into the various grades is as follows:

To Rear Admiral, 32 years.
To Captain, 24 years.
To Commander, 20 years.
To Lt. Comdr., 13 years.
To Lieutenant, 7 years.
To Lieutenant (jg), 3 years.

Age

11. The maximum, average and minimum ages, by grades, of line officers are at present as follows:

| | Maximum age | Average age | Minimum age |
|-----------------|-------------|-------------|-------------|
| Rear Admiral | 63 | 59 | 53 |
| Captain | 57 | 51 | 44 |
| Commander | 51 | 46 | 41 |
| Lieut. Comdr. | 49 | 39 | 33 |
| Lieutenant | 62 | 35 | 27 |
| Lieutenant (jg) | 41 | 27 | 23 |
| Ensign | 36 | 23 | 20 |

Composition of the Line

12. The officers of the line fall naturally into three groups. The first comprises officers in the grades of rear admiral to lieutenant commander, inclusive, numbering 1419 plus 56 additional numbers who are practically all graduates of the Naval Academy of the classes of 1887 to 1918. All of this group were commissioned prior to July 1, 1917, the Naval Academy class of 1918 having been commissioned in June 1917. The second group, all lieutenants, numbering 1,774 plus 2 extra numbers, consists of the remainder of the class of 1918 to the class of 1923, inclusive. This group is composed of 1131 Naval Academy graduates with 645 former temporary and reserve officers who served during the World War interspersed between the Naval Academy classes of 1918 and 1921. The third group, 2,239, plus 1 additional number, are all lieutenants (jg) and ensigns of the classes of 1923 to 1930, inclusive, with a few ex-warrant officers between the classes. These classes all entered the Naval Academy subsequent to the Armistice.

Future Conditions Under Existing Law—IV

13. The Act of Aug. 29, 1916, has been in effect over a period of 14 years and has in general worked well. The principle of promotion by selection introduced therein has the support of the Naval Service. However, it has become apparent in recent years that the number of officers allowed by the figure of 4 per cent of the authorized enlisted strength is inadequate properly to man the Navy of today. The Navy now has fewer battleships than in 1916 but many more cruisers, destroyers, submarines, and aircraft, and these classes of vessels require a larger ratio of officers to men than do battleships and old armored cruiser classes. Further, new and improved equipment on board the battleships themselves requires more officers than were necessary 14 years ago. The following table shows the advance in proportion of officers to enlisted men now required by various types of craft in commission:

| Type | Unit | Officer | Enlist. | Officers to enlisted men. |
|--------|------------------|---------|---------|---------------------------|
| CV | Saratoga | 66 | 1152 | 4.54 |
| BB | Colorado | 55 | 1157 | 4.75 |
| CL | Pensacola | 27 | 540 | 5.00 |
| DD | Williamson | 7 | 106 | 6.6 |
| S-M | V-6 | 6 | 80 | 7.5 |
| S-M | S-20 | 4 | 39 | 10.8 |
| Airons | (18VF-18VT-12VS) | 56 | 243 | 23 |

14. This Board has not included in its proposed legislation any provision for increasing the number of line officers, but in submitting this report it is desired to stress the fact that the minimum requirements of the commissioned line personnel for the balanced Navy we have now and are building are 5-10 per cent of the authorized enlisted strength, instead of 4 per cent set forth in the Act of Aug. 29, 1916.

Legislation to correct this condition need not affect the rate of promotion and for this reason is not considered within the province of this Board.

15. The present system, as has been stated, has now been in effect for 14 years and has in the main proved satisfactory. The line of the Navy has, however, been increasing rapidly and there has been no severe strain upon the mechanism of promotion. The line reached its maximum strength in 1927 and now promotion must be effected by the operation of the mechanics of the law alone. Difficulties are ahead and although these difficulties will be discussed on the basis of the line only, the close interrelation of the line and staff makes them equally applicable to the staff corps. These difficulties are not a matter of recent discovery, but have been foreseen for some years. Responsible agencies, the Naval Committees, the General Board, and the Bureau of Navigation have been endeavoring to forestall them. The present line personnel bill is the outcome of several years of combined effort. The major difficulties in prospect are:

a. Inadequate percentage allowances for the grades of commander and lieutenant commander. An increase in these grades is necessary for proper naval organization in order that sufficient officers of proper ranks may be available to fill the billets, such as command destroyers, aircraft unit commanders, heads of the department of major vessels, etc., requiring such rank. The change in percentage in the upper grades from 1, 4, 7 and 14 to 1, 4, 8, and 15, respectively, will operate to give a more even flow of promotion than is now the case and will prevent an unusually large percentage of retirements in the classes now at the top of the grade of lieutenant commander. In 1932 it is expected that the lower half of the class of 1911 will be at the top of the grade of lieutenant commander and under the present law only about one-half of these officers can be selected, the other half retiring on the 30th of June of that year under the "total length of commissioned service" provision. In 1933 the class of 1912 will reach this up or out point and present indicators are that only about 40 per cent of this can be selected, the remaining 60 per cent suffering forced retirement on June 30, of that year. In 1934 when the class of 1913 reaches this point about 4-7 of the class can be selected and the remaining 3-7 must be retired. From 1935 on, additional attrition occurring in the upper grades will give successive classes much more favorable opportunity for promotion and the resulting forced retirements for length of service will decrease considerably.

b. Congestion of the rank of lieutenant commander, leading to the retirement of the whole classes from 1919 to 1927, inclusive, for age in grade or length of service, without promotion. The absorption into the line in 1921 of large numbers of non-graduate wartime officers has resulted in a group, or "hump" of some 1,100 officers, including the classes of 1919 and 1920, between the class of 1918 and the class of 1921. This hump is now all in the lieutenant grade and will take from 1932 to 1940 to pass all officers between the classes of 1918 and 1921 into the lieutenant commander grade. The non-graduate officers are, by existing law, guaranteed 10 years in the lieutenant commander grade before they are eligible for forced retirement if not selected. They will in all probability so block that grade that officers of the classes of 1920 and 1927 will not enter it in time to secure the requisite 4 years' service therein necessary for eligibility for selection before age in grade or length of service retirement overtakes them and forces the retirement of these entire classes. The class of 1919, although entering the grade 4 years before its retirement date, will yet in all probability find its promotion to commander blocked by the selection and promotion of the non-graduate group senior and will also be forced to retire, because of non-promotion before reaching the age in grade or length of service point.

c. The elimination of the relatively older officers of a class without an opportunity for selection. It is not long before classes going up for selection will be, on the average, near the limiting age in grade. For instance, the class of 1907 will in all probability not complete its selections for captain before 1935, 28 years after graduation. An officer then who graduated at the age of 23 years and is in the lower section of his class will have been retired for age in grade (50 years) in 1934, before he has had a chance at selection. Similar conditions affect all

subsequent classes for promotion to captain, and the classes of 1902 and following for promotion to rear admiral and 1912 and following for promotion to commander. The present temporary substitution of length of commissioned service retirement corrects this difficulty but expires on Mar. 4, 1931, because that limiting date was set in the law affecting the substitution.

d. Unequal opportunities of promotion for members of large and small classes and unequal number of vacancies in successive years. In one year there may, by reason of few casualties and few forced retirements, be but a small number of selections; in another a larger number. If such a small number occurs at a time when a large group is within a year of the age limit or a large class has reached the length of service limit, and the number of promotions is very few and the number of rejections and forced retirements very large.

V. Methods of Attaining a Standard Rate of Promotion

16. The features introduced in the proposed legislation to meet these difficulties and to attain a standard rate of promotion are as follows:

a. Advancement from the lower half to the upper half of the list of rear admirals by selection.

b. Elimination, after designated periods of service, of rear admirals of the lower half not advanced to the upper half.

c. Establishment of promotion lists upon which officers remain until promoted regardless of age or length of service.

d. Promotion from the grade of lieutenant to that of lieutenant commander by selection.

e. Elimination of lieutenants not selected for promotion after 21 years of service.

f. Promotion from the grade of lieutenant (jg) to that of lieutenant upon completion of 10 years service since graduation, regardless of vacancies.

g. Elimination of staff officers who have failed of selection three times upon the completion of specified terms of service.

h. Voluntary retirement in the discretion of the President after 20 years of service on a grade retirement pay.

i. Removal of restriction upon the employment of retired officers.

VI. Proposed Personnel System

17. No radical change is proposed from the present system of promotion in the Navy. Rather the present system is expanded to provide for selection at the top, from the lower half to the upper half of the grade of rear admiral, and in the junior ranks to provide for selection for promotion from the grade of lieutenant to that of lieutenant commander.

VII. Operation of the Proposed Plan

18. There will be no change in the operation of the proposed plan from that now being followed in the Navy. The rate of promotion to be expected is shown in a composite table in paragraph 18 of the general report of the board.

VIII. Personnel System For Officers of the Staff Corps

19. Each officer of the staff corps (other than those transferred from the line) upon original commission is assigned as a running mate the line officer who is on that date the junior officer of the rank in which the appointment is made. Each staff officer transferred from the line is assigned as his running mate the line officer who was next senior to him at the time of transfer. Each staff officer becomes eligible for promotion to and including the rank of lieutenant commander at the same time his line running mate makes his number.

20. Prior to 1916 the number in each grade in each staff corps was fixed. The Act of Aug. 29, 1916, established percentages in rank similar to the system established for the line. Until 1918 promotions staff corps above the rank of lieutenant commander were made by seniority to fill vacancies. In 1918 the principle of promotion by selection to the higher ranks was extended to the officers of the staff corps. In 1926 the so-called Equalization Act discontinued the percentages in rank in the staff corps, and officers whose running mates in the line were selected for promotion became eligible for selection in the same proportion as had been the line experience of selection by the four preceding selection boards.

The one exception in the application of this system lay in the restriction of the number of staff officers in the rank of rear admiral to that already prescribed by law. The same laws regarding retirement apply to the staff corps as to the line except that in the

staff corps there is no involuntary retirement for age in grade or length of service.

21. The total number of commissioned officers in the various ranks in the staff corps are as follows:

| | Corps. Medical | Corps. Dental | Corps. Supply | Corps. Chaplain | Corps. Prof. | Corps. Constr. | Corps. Civ. Eng. |
|-----------------|-------------------|------------------|------------------|--------------------|-----------------|-------------------|---------------------|
| Rear Admiral | 4 | 3 | | | 1 | 1 | |
| Commander | 75 | 21 | 19 | 25 | 3 | 22 | 10 |
| Captain | 83 | 63 | 75 | 16 | 1 | 20 | 8 |
| Lieut. Comdr. | 259 | 63 | 95 | 18 | | 46 | 31 |
| Lieutenant | 223 | 60 | 313 | 15 | | 113 | 40 |
| Lieutenant (jg) | 251 | 38 | 32 | 12 | | 31 | 19 |
| Ensign | | | 13 | | | 5 | |
| Total | 895 | 182 | 550 | 80 | 4 | 238 | 109 |

22. The rate of promotion of officers of the staff corps is in general the same as that of the line since they follow line running mates. The absence of any forced elimination in any rank in the staff corps has resulted in the accumulation, at the tops of the upper ranks, of groups of officers who have been several times passed over for selection. The presence of these officers on the active list does not interfere with the flow of promotion but does prevent a normal and healthy influx at the foot of the list of each corps. The application of forced elimination in the upper ranks, after a graded number of years of service, has been introduced for the staff corps in the proposed legislation.

(Sections 23 to 37 of this appendix were published in the Army and Navy Journal issue of Jan. 3, 1930.)

Marine Corps

APPENDIX C Marine Corps Personnel System

I.—Historical

1. Prior to Aug. 29, 1916, the officer personnel of the Marine Corps was divided into four branches—the Line, the Adjutant and Inspector's Department, the Quartermaster's Department and the Paymaster's Department. The numbers in each branch, and the numbers in the different grades of each branch were not established according to any system, but were fixed in each Act of Congress providing for an increase of officers. The officers of the Staff departments held permanent commissions therein. The rate of promotion in each branch depended on vacancies occurring in that branch, and the rates of promotion in the several branches were not in any way related to each other.

2. The Act of Aug. 29, 1916, provided:

a. For the establishment of a single list for promotion. All officers, line and staff were placed on this list in the order of the dates of their original commissions on entry in the Corps.

b. That the total number of officers be fixed at 4 per cent of the authorized enlisted strength.

c. That the total number of officers be subdivided into grades in accordance with a fixed proportion, as follows: One in the rank of general officer, to 4 in rank of colonel, to 5 in the rank of lieutenant colonel, to 14 in rank of major, to 37 in the rank of captain, to 31 in the rank of first lieutenant, to 31 in the rank of second lieutenant.

d. That there be no permanent appointments made in the staff departments thereafter, but that vacancies occurring in those departments should be filled by the detail of line officers for periods of 4 years.

e. That the total number of staff officers, permanent and detailed, should be 8 per cent of the total number of officers, three-fifths being allocated to the Quartermaster's Department, and one-fifth each to the Adjutant and Inspector's and Paymaster's Departments, respectively.

f. For promotion to the grade of general officer of the line by selection from officers of the rank of colonel. In making promotions to all other grades, the system of promotion by seniority was not changed.

3. The then existing heads of the staff departments who, prior to the Act of Aug. 29, 1916, had been always to senior officers of the respective departments, but who continued to serve as heads of the staff departments as long as they were on the active list, were not disturbed in their continuance of office, but the act provided that when the then incumbents were separated from the active list, their successors should be detailed for periods of 4 years from officers holding permanent appointments in the respective staff departments, and, when there were no longer any permanent officers in that department, from colonels of the line of the Marine Corps.

4. The Act of June 4, 1920, provided for the commissioning of the wartime officers in the grades of captain, first and second lieutenant, and their prece-

dence therein, in accordance with the recommendations of a board of officers appointed by the Secretary of the Navy.

5. The Act of March 4, 1925, provided for a system of promotion by selection

tions, is one of seniority. Each officer, subject to examination, in his turn as he becomes the senior in his grade, is promoted to the next higher grade when a vacancy occurs therein. The rate of promotion depends entirely upon the number of vacancies, and these in turn depend upon such variable factors as retirements, deaths, resignations, discharges and changes in the strength of the active list due to an authorized increase or decrease, or change in distribution therein. The inherent fault of this method of promotion that seriously affects efficiency in its dependence upon such variable factors as mentioned above to maintain progression in the career of an officer. Correct military organization requires that the officers be distributed in grade in diminishing numbers as the scale of rank ascends. The Marine Corps being more or less on a war footing at all times, its characteristics are such as to require that this distribution in each grade be in a fixed ratio to the whole and not subject to variation except as the whole number of officers varies. This condition precludes the possibility of there being room enough in the smaller grade above for all those in the larger grade below who have served therein the time sufficient to acquire the training and experience necessary for the duties and responsibilities of the higher grade.

12. Under this system of promotion there is usually either too little promotion or too much promotion. Seldom does the mean of these conditions occur and a satisfactory rate of progress obtain. To have this latter condition for any material length of time would require the constant increase of the active list in small, annual increments. Such condition was approximated in the period from 1900 to 1920, but can hardly be expected to occur again. Normally the method is bound to produce long periods of stagnation, with efficiency adversely affected. Under such conditions officers remain in a grade longer than necessary to acquire the essential training and experience to fit them for advancement and become less efficient by reason of advancing age and failing interest. Infrequently the reverse of this condition obtains and for a short period promotion is greatly accelerated, and again service efficiency is injured. A large increase of the active list brings into the service a number of officers of the same age, which, in turn, in the absence of further increase, produces stagnation of promotion for a long period and too much promotion in the lower grades when they simultaneously retire. Under such circumstances officers pass through a grade too rapidly for proper training and find themselves in a higher grade unprepared by reason of their limited training and experience to perform properly the duties thereof. Such periods of rapid advancement create many vacancies at the bottom of the list that are filled by appointment of men of approximately the same age, thereby again producing the same harmful condition in the future.

II.—Existing Personnel System

8. The existing personnel system of the Marine Corps is, with slight variations, one of promotion by seniority. The laws governing promotions are those contained in the Act of Aug. 29, 1916, and the Act of March 4, 1925, which are given in detail in Section I of this appendix.

III.—Existing Personnel Conditions

9. In the event of war the mission of the Marine Corps requires the immediate availability of a large portion of the regular establishment for overseas expeditionary duty with the fleet, and the rapid and considerable expansion of the peace-time establishment to meet the large operating, supply, procurement and training problems that will grow out of the national emergency. These war-time needs demand that the active list be composed only of officers physically equal to the rigors of a campaign, primarily and essentially troop leaders, thoroughly trained in the duties of their rank, and with sufficient experience in grade to assure the proper performance of their duties in active service without special, intensive training after the emergency arises.

10. In time of peace, in addition to preparations for a high state of readiness for the war mission, the Marine Corps is constantly called upon to furnish forces for the protection of American interests abroad and to meet minor emergencies at home. In the past 30 years, such active field service has been nearly of annual occurrence. To meet this special problem the Marine Corps must maintain its peace establishment in a state of readiness at all times. This requires the concentration of forces sufficient in size to meet this constantly recurring demand, fully officered and otherwise organized for combat and trained for instant field service.

11. While this condition gives the Marine Corps unusual opportunities to acquire a trained and experienced personnel for its war mission, it does not dispense with the necessity for a comprehensive school system employing a large number of officers as students and instructors. This body of officers should be considered separately from the peace-time emergency forces referred to above, and not included therein; otherwise this essential element of the training system for war requirements will be subject to constant disruption and inefficiency soon destroyed.

12. The method of promotion in the Marine Corps, with slight varia-

the Marine Corps is already seriously retarded, and a stagnation that will prove very injurious to its efficiency in the future confronts the Corps.

Not a few officers are two grades behind officers of the line and staff of the Navy of corresponding age and length of service. The senior officers in all grades except second lieutenant have more than 10 years' service in their present grade, and some of them have served with excellent records in a higher rank during the war. The age of the senior officer in each grade is as follows: Colonel, 51 years; lieutenant colonel, 52 years; major, 49 years; captain, 48 years; first lieutenant, 34 years. While it is apparent that the existing conditions as illustrated above are not conducive to the highest efficiency and justify some measure of relief, it is only after an analysis is made of the effect on the present active list of a prolonged continuation of this condition that we realize some positive remedial action is urgent. A considerable number of officers now in the grades of captain and first lieutenant can not hope for advancement beyond major before they are forced to retire for age. Many of them will spend 30 years, or three-quarters of a normal career, as company officers. About the year 1950, all officers in the Marine Corps from the rank of captain and above will be over 50 years of age. At about that time, officers will be passing off the active list so rapidly by reason of retirement for age that many officers will pass through two or even three of the senior grades in as many years. They will be old men who have spent their entire careers in subordinate positions. The Marine Corps will be officered by a corps of old men and, paradoxical as it may seem, the upper grades will have little training and experience in their duties.

V.—Possible Method of Attaining Standard Rate of Promotion

16. Normal attrition is the only attrition the Corps has with the exception of the enforced retirement at the age of 56 of colonels not on the eligible list for promotion to brigadier general. Since this amounts to but approximately 4 per cent, it is apparent that any system which will produce a standard flow of promotion must provide for enforced separations from the active list to attain this end.

VI.—Proposed Promotion System

17. The purpose of the proposed legislation is to change existing law regulating the distribution, promotion, retirement and discharge of commissioned officers of the Marine Corps and to place the Corps, so far as practicable, under the law governing distribution, promotion, retirement and discharge of commissioned officers of the line of the Navy. It provides:

a. For promotion by seniority from promotion lists to the grades of major, lieutenant colonel, colonel and brigadier general.

b. For boards to prepare eligible lists for promotion to major general and promotion lists for promotion to brigadier general of the line, colonel, lieutenant colonel and major; and for the composition and procedure of such boards.

c. For the elimination by transfer to the retired list of officers not selected for promotion with a view to providing sufficient vacancies in the grades of brigadier general, colonel, lieutenant colonel, major and captain to allow for the promotion to each grade, each year, of a number equal to approximately one-seventh of the strength of the grade.

d. Against too great a number of retirements in any one year by prescribing a maximum number in any grade, expressed as a ratio to fit any expansion or contraction of the Marine Corps list, and permits those over this maximum number to be retained for another year on the active list and to have another chance for selection for promotion.

e. For readjustment of the percentage distribution by grades.

f. For all present staff officers holding permanent appointments to be additional numbers in their grades.

g. For promotion to first lieutenant after three years' commissioned service.

h. For promotion to captain after ten years' commissioned service.

i. For the payment of officers transferred to the retired list for nonselection at the same rate as now provided by law for such officers in the Navy, and for officers of the Marine Corps under the provisions of the Act of March 4, 1925.

VII.—Operation of the Proposed System

18. The proposed system:

a. Establishes an even flow of promotion, as contrasted to the present uncertain and irregular rate of advancement.

b. Affords proper distribution of an

officer's service in the various grades.
c. Insures the promotion of the most efficient officers to the highest grades.
d. Gradually reduces the "humps" which at present appear in the promotion list.

19. An estimate of the manner in which the proposed system would operate during the years 1931 to 1941, inclusive, is set forth in the table given in paragraph 18 of the general report of the Board.

(Sections 20 to 42 printed in the Army and Navy Journal, issue of Jan. 3, 1931.)

| Jan. Standard Rate | To Capt. | To Comdr. | To Lt. Comdr. | To Lt. | To Lieut. (j.g.) |
|--------------------|------------|-----------|---------------|--------|------------------|
| 28 yrs. | 21-22 yrs. | 17 yrs. | 10 yrs. | 8 yrs. | |
| 1931 | 27 | 18 | 8 | 10* | 3 |
| 1932 | 27 | 19 | 8 | 10* | 3 |
| 1933 | 28 | 20 | 8 | 10* | 3 |
| 1934 | 29 | 21 | 10 | 10* | 3 |
| 1935 | 30 | 22 | 11 | 10* | 3 |
| 1936 | 30 | 18 | 12 | 10* | 3 |
| 1937 | 30 | 19 | 13 | 10 | 3 |
| 1938 | 30 | 20 | 13 | 10 | 3 |
| 1939 | 30 | 20 | 13 | 10 | 3 |
| 1940 | 30 | 20 | 15 | 10 | 3 |
| 1941 | 30 | 21 | 14 | 10 | 3 |

Coast Guard

COAST GUARD PERSONNEL SYSTEM

I.—Historical

1. Since its organization in 1790 the Coast Guard has been linked in rank or pay or both with either the Army or Navy. During the period of the World War Coast Guard officers were assigned running mates with officers of the Navy up to and including the grade of lieutenant commander, and promotion to the higher grades of commander and captain were made by selection as provided by law for the Navy.

II.—Existing Personnel System

2. All officers are promoted by seniority except the Commandant, Engineer in Chief, constructors, and district commanders. Officers in the last two grades are promoted on terms of service.

3. There is no pay and supply corps in the Coast Guard, these duties being considered as additional duties for all officers.

4. No more appointments are made in the engineer corps and as officers in that corps retire or become separated from the Service their numbers are transferred to the bottom of the list of line officers.

5. On July 1, 1930, the Coast Guard had a total authorized commissioned strength of 590. Actually there were 399 officers in the Service, distributed as follows:

| | Authorized Strength | Actual Strength |
|---------------------|---------------------|-----------------|
| Line Officers | 527 | 340 |
| Engineer Officers | 44 | 41 |
| Constructors | 5 | 5 |
| District Commanders | 14 | 13 |
| TOTAL | 500 | 399 |

III.—Existing Personnel Conditions

6. In 1923 an expansion took place which resulted in a number of long delayed promotions in the upper grades and abnormally rapid advancements in the junior grades. The rates of promotion of line officers as predicted for the next 19 years on the bases of existing law are as follows: (For comparison the standard rates of promotion as determined by the Board are also shown.) (Only commissioned service counted.)

| Jan. Standard Rate | To Capt. | To Comdr. | To Lt. Comdr. | To Lt. | To Lieut. (j.g.) |
|--------------------|------------|-----------|---------------|--------|------------------|
| 28 yrs. | 21-22 yrs. | 17 yrs. | 10 yrs. | 8 yrs. | |
| 1931 | 27 | 19 | 8 | 4 | 2 |
| 1932 | 29 | 20 | 8 | 4 | 3 |
| 1933 | 29 | 21 | 8 | 4 | 3 |
| 1934 | 30 | 21 | 10 | 5 | 3 |
| 1935 | 30 | 22 | 11 | 5 | 3 |
| 1936 | 31 | 23 | 12 | 5 | 3 |
| 1937 | 32 | 20 | 13 | 5 | 3 |
| 1938 | 32 | 20 | 12 | 6 | 3 |
| 1939 | 32 | 21 | 13 | 7 | 3 |
| 1940 | 32 | 20 | 15 | 8 | 3 |
| 1941 | 32 | 21 | 14 | 8 | 3 |

IV.—Future Conditions Under Existing Law

7. For the next 10 years the present promotion system will be satisfactory. After that time the Service, now nearly 200 officers short, will be filled and future stagnation is indicated in all grades except that of ensign.

V.—Proposed Promotion System

8. Inasmuch as there is a serious shortage of commissioned personnel, a shortage which in all probability will exist for a number of years, any method of forced attrition beyond that necessary to eliminate for inaptitude or undesirability would not be, quite obviously, for the best interests of the Service. The following is a brief summary of the more important provisions of the proposed bill:

a. The provision of an additional grade of officer with rank correspond-

ing to that of the lowest general officer.

b. The establishment of a system of selection with provisions for eliminating the unfit.

c. The retardation of promotion in the junior grades, as well as the fixing of limits of service in the various grades.

VI.—Operation of Proposed System

9. Below is a table showing the predicted years of commissioned service of line officers required for promotion under the proposed bill compared with that of the standard promotion rates adopted by this Board:

VII.—Comments on Draft of Proposed Legislation

10. Section 46. This section establishes the rank of rear admiral (lower half). Under its provisions four such officers would be appointed upon its passage, and by 1940, two more, making a total of six.

11. In order to understand the necessity for such a grade in the Coast Guard it is well to consider first the magnitude of the Service, its equipment, and duties. The Coast Guard is by organic law a part of the military forces of the United States. In time of war and when the President directs it becomes an integral part of the Navy. Its force consists of more than 12,000 officers and men. It operates 41 cutters, 20 destroyers, 46 additional sea-going vessels of over 200 tons each, about 350 smaller sea-going vessels (not including life saving craft), and more than 300 shore units. In addition to constant readiness for the performance of its many important peace time duties the Coast Guard must maintain a state of military preparedness which necessitates paralleling the Navy in organization, discipline, drills and general procedure. It has but one officer of rear admiral rank, the commandant, and this officer holds his position only temporarily. The highest permanent commissioned grade is that of captain. It is doubted if any other military force in the world of similar size and kind is so meagerly officered with those of general officer grade.

12. There is a need for these general officers. They would perform duties which, from the viewpoint of military significance and responsibility, would be entirely suitable and fitting to officers of their grade. In this connection the following specific assignments are mentioned to illustrate the importance of the duties of certain positions in the Coast Guard:

a. Assistant Commandant.—This officer at present has the rank of captain. In the absence of the commandant he is the head of the Service. The Service at no time should be in charge of an officer below general grade. He is the chief operation's officer and has direct charge of the operation of all units. He is constantly issuing orders and directing the movements of officers of his same rank as well as of officers junior to him. The duties of this office fully justify the appointment

of an officer of a grade higher than captain.

b. Engineer in Chief.—This officer is appointed by the President from the engineer corps for a term of four years. He is in responsible charge of all that relates to the design, building, installing and repairing of steam, electrical, and other machinery used in the Coast Guard. He is the head of the engineer corps and has under him a number of captains (engineering) and officers of lower rank. It is obviously fitting that he should have a grade rank higher than the other officers of his corps.

c. Commander, Destroyer Force.—This officer is in command of the Destroyer Force, which at present consists of 20 destroyers in active commission, and 23 other sea-going patrol craft. He has under him 120 commis-

sioned officers and about 2,000 warrant officers and enlisted men. In addition to commanding these vessels he has responsible charge of their repair and upkeep. This officer now has the rank of captain. The duties and responsibility of this command are appropriate to a rear admiral.

d. Commanders of Divisions

The coast line of the United States is divided for administrative purposes into seven Coast Guard divisions, each commanded by a division commander who is in charge of all Coast Guard activities within the limits of each area. As an example, the Commander, Eastern Division, has direct control of 6 cutters, 3 section bases operating 73 sea-going patrol craft, and one aviation base. The force under him consists of 51 officers and 1,035 warrant officers and men. The Commander, New York Division, has an even more responsible position, for, in addition to duties similar in scope he is supervisor of anchorages and also Captain of the Port of New York which gives him absolute control of all commercial vessels entering and leaving New York harbor, as well as all activities within the harbor. These divisions are now commanded by captains.

13. Sections 47-51. These sections establish selection boards and make provisions for selecting officers to grades above lieutenant. In principle the method employed is somewhat similar to that of the Navy now in effect, except there is no age-in-grade retirement. This principle of selection will undoubtedly stimulate officers to win promotion and increase the efficiency of the Service.

14. Section 52. This section permits the selection of officers in the grade of commander to that of captain when they have completed 30 years of commissioned service. It also requires minimum periods of service in the various grades equal to that required by the Navy. In addition it provides that officers in the non-selective grades be promoted at the same rate as in the Navy. While this latter provision will result in temporary difficulties within the Service, it is felt that the officers thus deprived of promotion, even though they perform temporarily the duties of a higher grade, will be compensated by being given equivalent opportunity with the other services in reaching general officers grade; that, on the whole, their service career will be better distributed through the several grades; and that it will be generally realized that it is a desirable condition which places the younger officers of the Navy and Coast Guard in exactly the same status of promotion and pay.

15. Section 53. The provision of this section is to place the staff corps of constructors and district commanders, consisting of 19 officers, on a parity with the Services.

16. Sections 54-55. These sections provide that an officer who has failed of selection by being twice "passed over" shall be placed on the retired list. With the Service suffering from a serious shortage it is not expected that this provision will operate to eliminate any useful officer.

17. Section 56. This is similar to sections in the chapters of other Services.

18. Section 57. This section is necessary to exclude temporary officers from the privileges of retirement.

Coast and Geodetic Survey

APPENDIX E COAST AND GEODETIC SURVEY PERSONNEL SYSTEM

I. HISTORICAL

1. Prior to July 1, 1917, officers of the Coast and Geodetic Survey were on a Civil Service status. During that time Civil Service retirement was not authorized by law and as a consequence vacancies occurred only in cases of deaths or resignations. Such resignations as obtained were confined almost entirely to the lower grades and especially to the lowest grade.

2. The Act of May 22, 1917 (ch. 20, sec. 16: 40 Stat. 88), which placed the officers on a commissioned status did not include retirement and it was not until the passage of the Act of May 18, 1920 (41 Stat. 603), U. S. C. 33:864, that the retirement of the commissioned officers of the Coast and Geodetic Survey was authorized.

3. The Act of May 18, 1920, stated in part "All laws relating to the retirement of commissioned officers of the Navy shall hereafter apply to commissioned officers of the Coast and Geodetic Survey.

4. There has been no basic personal legislation for the service since 1920.

II. EXISTING PERSONNEL SYSTEM

5. Appointments and promotions to the various grades and ranks in the service are in accordance with the Act of May 22, 1917, and regulations prescribed by the Secretary of Commerce pursuant thereto.

6. Those regulations prescribe that appointments to the lowest commissioned grade shall be made from junior engineers, deck officers or extra observers who have served satisfactorily as such for at least six months.

7. The junior engineers, deck officers and extra observers, who are civilian officers, are appointed by the Secretary of Commerce from the register established by competitive examination conducted by the Civil Service Commission. To be eligible for this competitive examination the applicant must be not less than 20 nor more than 26 years of age on the date of his examination, must be a graduate in civil engineering or in geodesy and surveying from a college, university or technical school of recognized standing, must have stood in the upper half of his class throughout his complete course, and before taking the oath of office is required to pass a physical examination by a medical officer of the Public Health Service unless his physical examination as a part of the Civil Service examination was made by an officer of that service.

8. Original appointments of deck officers, junior engineers and extra observers, promotions of such civilian officers to the lowest commissioned grade, and all other promotions to a higher commissioned grade or rank are made upon the recommendations of a personnel board appointed by the Director and consisting of not more than five nor less than three commissioned officers. This board conducts the professional examinations required by law before the promotion of commissioned officers. The physical examinations required by law before promotions are made by medical officers of the Public Health Service.

9. Promotions to the lowest commissioned grade and promotion to a higher grade or rank can be made only to fill vacancies.

10. When an examination for promotion to a higher grade is held the ranking officer in the next lower grade is ordered to examination. Should such an officer fail in his examination, the next ranking officer is ordered to examination and if successful is promoted to the existing vacancy. An officer failing in one examination for promotion is allowed a second examination but not before the expiration of one year. A second failure results in the officer being placed on the officer register as "Not in line for promotion."

11. An officer failing in his physical examination for promotion may be ordered before a retiring board or he may be placed on the register as "Not in line for promotion" until his physical disability has disappeared.

12. The conditions governing retirements are detailed in the general report.

III. EXISTING PERSONNEL CONDITIONS

13. The commissioned officers of the Coast and Geodetic Survey are distributed into three grades: Hydrographic and geodetic engineer, junior hydrographic and geodetic engineer and aid. The grade of hydrographic and geodetic engineer is divided into four ranks with relative rank of captain, commander, lieutenant and lieutenant in the Navy, respectively. Junior hydrographic and geodetic engineers and aids have the relative rank of lieutenant (j.g.) and ensign in the Navy, respectively. The Director has the relative rank of captain in the Navy but the pay and allowances of a rear admiral, lower half.

14. The authorized strength of offi-

| Grade | Rank | Number |
|-------------------------|----------------------------------------------------|--------|
| H. & G. Engineer | Rear Admiral | 1 |
| H. & G. Engineer | Captain | 6 |
| H. & G. Engineer | Commander | 10 |
| H. & G. Engineer | Lt. Commander | 17 |
| H. & G. Engineer | Lieutenant | 47 |
| Junior H. & G. Engineer | Lieutenant (j.g.) | 57 |
| Aid | Ensign | 47 |
| | Total | 164 |
| | Number Recommended to budget for fiscal year 1932. | 174 |

ers at present (164) is slightly under the strength required for the efficient performance of the work of the service. Recommendations have been made to the Bureau of the Budget for an increase of 10 officers for the fiscal year 1932. If this increase is allowed, the strength will be sufficient for the present. All computations relative to the proposed legislation are based on an assumed strength of 174 officers.

15. The distribution of officers in the various grades and ranks is specified in the annual appropriation act. While a redistribution was effected July 1, 1930, still further rearrangement is necessary for a well-balanced organization. In general, it may be stated that a few more officers are needed in the upper ranks as the responsibilities of positions now held by various officers are such as to warrant increased rank for the occupants. The actual number involved in such an increase of officers in the higher ranks is small.

16. With the exception of the lowest grade, all grades are filled to capacity at the present time. The 10 vacancies in the lowest grade obtaining at present will be filled during the current fiscal year from among the deck officers and junior engineers at present in the service. Inasmuch as existing law prescribes the number of officers that shall be maintained in each rank, if the total authorized strength is to be maintained it is necessary to promote officers to fill vacancies irrespective of length of service. On the other hand, it forces the retention in each rank of officers who cannot be promoted on account of lack of vacancies. This results at the present time, because of the 1930 increase in force, in the upper numbers in several ranks being occupied by officers of excessive years of service and the lower numbers in those same ranks being occupied by officers of insufficient years of

such retirement for age, the present ensigns must serve from July 1, 1930, an average of 17 years, the lieutenants (jg) an average of 22 years, the lieutenants an average of 23 years and the lieutenant commanders an average of 15 years before promotion to the next higher rank.

20. As this condition is self-evident it most assuredly will result either in large numbers of resignations of officers in the lower ranks or in those ranks being filled with officers of such an age as to be physically incapable of the strenuous field work required of them. Unless there are resignations the 3 lower ranks will be occupied by ensigns at an average age of 40 years, by lieutenants at an average age of 57 years. Such a condition would retard the work to an intolerable extent.

21. The table which follows shows the maximum, minimum and average years of service that will be spent by officers in each rank up to retirement. This table is computed as of July 1, 1930, and is based on the officers in the service on that date remaining in only in case of retirement for age. It will be noted that the officers at present in the three lower ranks will spend practically their entire careers therein:

| | | |
|-----------------------|-------|------------------------|
| To first lieutenant | after | 3 years of service |
| To captain | after | 10 years of service |
| To major | after | 17 years of service |
| To lieutenant colonel | after | 22-23 years of service |
| To colonel | after | 28 years of service |

(Army titles used.)

V. POSSIBLE METHODS OF ATTAINING STANDARD RATE OF PROMOTION

22. In the following sections the expression "standard rate of promotion" refers to the rate of promotion that will obtain under the provisions of the proposed joint act and is stated in paragraph 14 of the general report of the Board as:

| Present Grade | Ensign | | | Lt. (jg) | | | Lt. Com. | | | Com. | | |
|---------------|--------|------|------|----------|------|------|----------|------|------|------|------|------|
| | Max. | Min. | Ave. | Max. | Min. | Ave. | Max. | Min. | Ave. | Max. | Min. | Ave. |
| Ensign | 22 | 5 | 17 | 28 | 12 | 14 | 7 | 5 | 7 | 5 | 2 | 0 |
| Lt. (jg) | | | | 29 | 6 | 22 | 27 | 6 | 10 | 4 | 0 | 2 |
| Lieut. | | | | | 23 | 18 | 2 | 2 | 3 | 2 | 0 | 1.0 |
| Lt. Com. | | | | | 20 | 3 | 15 | 16 | 0 | 5 | 0 | 5.0 |
| Com. | | | | | | | 16 | 7 | | | | 13 |

service. This latter condition applies particularly to the lieutenants and lieutenants (jg). The officers at the bottom of the lieutenant list were promoted to that rank on 6 years of service and the officers at the bottom of the lieutenant (jg) list were promoted to that rank in some cases on completion of 11 months of service. The officers at the top of the lieutenant list have had over 16 years' service and the officers at the top of the lieutenant commander list have had over 22 years' service.

17. The unsettled conditions of the country at large in the years immediately following the World War were reflected in great degree in the officer personnel. Of all of the officers commissioned during the years 1919 to 1923, inclusive, only 6 remain today. The resignations during those years reached such proportions that it was impossible to maintain the officer personnel at a figure even approximating the authorized strength. A direct result of these conditions is that 60 per cent of the entire force has been appointed since January, 1924. It has been necessary in each of the years since that time to appoint a relatively large number of officers to execute the work required of the service by law. This has resulted in the list of officers below the middle of the lieutenants being filled with blocks of officers of the same amount of service, some of whom are in one rank and some in the next lower rank.

IV. FUTURE CONDITIONS UNDER EXISTING LAW

18. At the time the Act of May 18, 1920, was passed the senior positions were filled with officers beyond the retirement age. These officers were retired immediately and a large number of younger officers promoted to fill the resulting vacancies. Consequently there will be only 4 retirements for age until 1945. Of these 4 retirements one will be lieutenant commander so that under present conditions there can be only 3 promotions to captain, 3 to commander and 4 to lieutenant commander and lieutenant in the next 15 years unless there are vacancies caused by resignations. It should be stated, however, that resignations are largely confined to the lieutenants, lieutenants (jg) and ensigns.

19. Under existing law and assuming that vacancies will be caused by retirement for age only and further assuming that the officers at present in the service will remain except for

23. There are two possible methods of attaining this standard rate of promotion: First, a straight promotion to each of the grades mentioned, upon the completion of the years of service specified, and second, a method of forced attrition that will produce vacancies sufficient to enable promotions to be made.

24. Unlimited promotion under the first plan irrespective of the resulting number of officers in ranks would result in the upper ranks containing an excess of officers over the positions suitable for those ranks, and, as there will be only 4 retirements for age with only 4 corresponding appointments to the lowest grade in the next 15 years, would result in the complete elimination of the lower two grades.

25. Limited promotion, that is, promotion within the limits of certain designated percentages of officers for each grade of rank, has little or no effect on the existing situation as the three upper ranks would be filled to capacity within a short time; thereafter, promotion would cease.

26. Another objection to either limited or unlimited promotion at the end of certain designated periods of service is that under either system a uniform yearly influx of officers into the lowest grade is impossible and such a uniform influx is necessary if uneven blocks of officers of the same length of service are to be eliminated. Finally and most important of all, either system would result in middle aged commanders, lieutenant commanders and lieutenants, attempting to carry on physically strenuous field operations which would be performed much more energetically and efficiently by youthful lieutenants, lieutenants (jg) and ensigns.

27. It seems, therefore, that while the desire of the individual officer for a reasonable rate of promotion could be satisfied by promotion based on length of service without regard to the resulting numbers in ranks, the public interest demands some method of providing vacancies in addition to those caused by retirement for age, deaths, resignations, etc. Such a method should be based on the minimum number of vacancies in each of the upper ranks, which considered with the natural attrition, will result in the uniform yearly influx into the lowest rank and provide at all times a proper percentage of youthful vigor in the force. This yearly influx should consist of such a number as is calculated to produce a steady flow of promotion throughout the line. With the total strength of 174 officers and an

Total years of service of last officer promoted on July 1 of year indicated or during that fiscal year as compared with standard rate of promotion:

| | Captain | | Commander | | Lt. Comdr. | | Lieut. | | Lt. (jg) | |
|------|----------|--------|-----------|--------|------------|--------|----------|--------|----------|--------|
| | Standard | Actual | Standard | Actual | Standard | Actual | Standard | Actual | Standard | Actual |
| 1932 | 28 | 25 | 22-23 | 19 | 17 | 15 | 10 | * | * | * |
| 1933 | * | * | * | * | 16 | 15 | 10 | * | * | * |
| 1934 | * | * | 19 | 16 | 16 | 10 | * | * | * | * |
| 1935 | * | * | 19 | 13 | 13 | 10 | * | * | * | * |
| 1936 | 29 | 20 | 20 | 18 | 18 | 10 | * | * | * | * |
| 1937 | 29 | 21 | 21 | 14 | 14 | 10 | * | * | * | * |
| 1938 | 30 | 21 | 21 | 15 | 15 | 10 | * | * | * | * |
| 1939 | 28 | * | * | 16 | 16 | 10 | * | * | * | * |
| 1940 | * | 22 | 22 | 16 | 16 | 10 | * | * | * | * |
| 1941 | * | * | * | 16 | 16 | 10 | * | * | * | * |

(*No promotions to grade during fiscal year.)

VII. DESCRIPTION OF PROPOSED LEGISLATION

34. Chapter V of the accompanying joint bill is designed to correct the personnel situation which now exists in the Coast and Geodetic Survey. The best effects of this proposed legislation will not be reached for a number of years and it is believed that another study of personnel conditions and possibly additional legislation may be necessary in about 10 years. However, the proposed legislation is designed to continue even though such a future study is not made at that time.

35. The general operation of the proposed promotion system is described in the preceding section. A detailed analysis of the various sections of the bill is given in the following paragraphs:

36. Section 58 changes the distribution in the various ranks from the fixed numbers in each rank in existing law to percentages of total number of officers. The percentages adopted are identical with percentages in the Navy section of the bill and are slightly different from the percentages at present. The proposed distribution in ranks will result in a well balanced organization with definite positions appropriate to the importance and responsibility of the duties involved.

a. The percentages proposed are in the proportion of one hydrographic and geodetic engineer with the rank of rear admiral, 4 hydrographic and geodetic engineers with the rank of captain, 8 hydrographic and geodetic engineers with the rank of commander, 15 hydrographic and geodetic engineers with the rank of lieutenant commander, 30 hydrographic and geodetic engineers with the rank of lieutenant and 42 junior hydrographic and geodetic engineers with the rank of lieutenant (jg) and aids with the rank of ensign. The present distribution is shown in Table 1 accompanying the general report, and is as follows: 0.6 with the rank of rear admiral for pay purposes only, 3.7 with the rank of captains, 6.1 with the rank of commander, 10.4 with the rank of lieutenant commander, 28.6 with the rank of lieutenant and 50.6 with the ranks of lieutenant (jg) and ensign, inclusive. The proposed distribution will provide the following increases in the actual number of officers in the higher grades; computed on a total strength of 174 and distributed according to 1932 estimates as submitted: one additional rear admiral, one additional captain, 3 additional commanders and 3 additional lieutenants commanders.

31. The proposed selection board will be appointed and convened by the Secretary of Commerce at least once a year, will select for promotion one officer with the rank of captain, one with the rank of commander, one with the rank of lieutenant commander, three with the rank of lieutenant, and in addition, such number of officers in those four ranks as are necessary to fill existing vacancies in the higher ranks.

32. An officer in those four ranks who has not been selected for promotion is transferred to the retired list upon the completion of the designated period of service for each rank. In case the number of officers who would thus be retired in any one year exceeds the number specified for each rank the selection board named such of the excess as shall be retained on the active list. This will operate to limit the transfers to the retired list to the minimum number necessary for the standard rate of promotion.

VII. OPERATIONS OF THE PROPOSED SYSTEM

33. The following table shows the results of the proposed legislation until July 1, 1941, according to the best predictions that can be made, as compared with the standard rate of promotion for all services during that period. The table shows the total service of the officer last promoted to the rank on July 1, of the year or, if no promotions are made to the rank on July 1, of the officer last promoted during the preceding fiscal year, and is based on a total attrition of 8 officers to and including the fiscal year 1934 and a yearly attrition of 7 officers thereafter. It has been assumed that 3 officers in the ranks of lieutenant (jg) or ensign would resign each year (this number is derived from a study of the resignations submitted during the past ten years), and the total yearly retirements (age, voluntary and involuntary) would not exceed 4, the number contemplated in the proposed legislation. These two conditions will result in a uniform yearly influx of 7 officers into the lowest rank beginning with the fiscal year 1935.

c. This section further provides that until July 1, 1941, no lieutenant (jg) shall be promoted to the next higher rank until he has completed a total of 10 years of commissioned service. It further provides that upon the completion of 10 years' service he shall be eligible for such promotion. The prescribed percentages of officers in the ranks of lieutenant, lieutenant (jg) and ensign are varied as necessary to take care of this deferment of promotion and the promotion on the completion of the prescribed service.

d. After July 1, 1941, this section allows lieutenants (jg) to be promoted to the next higher rank to fill vacancies without regard to the 10-year provision, and further allows the promotion of all lieutenants (jg) to the next higher rank upon the completion of 10 years' service. From the best prediction that can be made at this time, no officer will be promoted to lieutenant on less than 10 years' service until after 1945.

e. The total limit of 72 per cent prescribed in the main part of the section cannot be exceeded although the in-

dividual percentages in each of those ranks may be varied as necessary within that limit.

f. The resulting variation in number of officers in the lower three ranks as of July 1 of each year is shown in the following table:

| Lieutenant | Lieutenant (m) | Ensign |
|---------------------------------------|----------------|--------|
| 1932..... | 28 | 54 |
| 1933..... | 26 | 53 |
| 1934..... | 26 | 55 |
| 1935..... | 28 | 50 |
| 1936..... | 38 | 65 |
| 1937..... | 46 | 58 |
| 1938..... | 44 | 60 |
| 1939..... | 56 | 48 |
| 1940..... | 59 | 45 |
| 1941..... | 65 | 39 |
| According to percentages contemplated | 52 | 73 |

37. Section 59 provides for the establishment of a selection board similar to the Navy system. Existing law providing for the Navy selection board was followed very closely in the draft of this section in prescribing the duties of such a board, except that the principle of selection was extended to include promotion to lieutenant commander. Existing Navy law provides that the lowest selections are for promotion to the grade of commander.

38. Section 60 provides that the officers with the permanent rank of rear admiral shall receive the pay of brigadier general.

39. Section 61 provides for the establishment of a promotion list for the promotion of officers to the ranks of lieutenant commander and above, and directs that such promotions shall be made from the promotion list. It further provides for the removal, in the discretion of the Secretary of Commerce, of the name of any officer from the promotion list for resubmission to the current selection board.

40. Section 62 prescribes the number of officers that shall be selected for promotion each year. The actual number of officers with a total strength of 174 distributed into the grades prescribed in Section 58 who can be selected each year are as follows: one captain, one commander, one lieutenant commander and three lieutenants.

a. As promotions to rear admiral can be effected only at infrequent intervals this section provides that not more than three captains shall be on the promotion list at one time. If this proviso were not included and one captain were selected each year for the promotion list the result would be that eventually each officer with that rank would be on the promotion list and no vacancies would obtain for promotion from the next lower rank, thus defeating the main purpose of the bill.

41. Section 63 prescribes the conditions under which officers become ineligible for selection. Captains who have not been selected for promotion become ineligible for such selection upon the completion of 35 years' of service, commanders upon the completion of 28 years' of service, lieutenant commanders and lieutenants upon the completion of 21 years' of service. The service to be counted for the purpose of this section is that service allowed in the pay act of June 10, 1922, for the computation of pay. Thus, for officers commissioned since June 30, 1922, only commissioned service is counted; for officers commissioned prior to June 30, 1922, service performed while serving under a Civil Service appointment is counted.

a. This section further provides that until July 1, 1941, no lieutenant commander or lieutenant shall be eligible for selection who has not had on June 30 of the calendar year of the convening of the board 18 and 13 years of service, respectively.

b. This section also provides that on and after July 1, 1941, no officer shall be eligible for selection who has had less than 4 years' service in his grade. This provision cannot be enforced before that time as it will require a number of years for the promotion plan to become fully effective, and until July 1, 1941, it will be necessary in a few cases to promote officers of those ranks who have had less than 4 years' service in the grade from which promoted.

42. Section 64 provides for the retirement after the completion of the designated periods of service of those officers who have not been selected for promotion. In order to allow time for orderly procedure, and to standardize the accounts and records, the date of such retirements is placed as of the next ensuing July 1, which date is designated as the date of the resulting vacancies.

43. Section 65 provides for the retention on the active list for another year or more of the excess of officers over the designated maximum number in each rank, who have completed the designated periods of service and

would otherwise be subject to retirement.

a. Computations to be made in determining the number to be subject to retirement in any rank are based upon the general promotion plan and in actual figures amount to one captain, one commander and two lieutenant commanders per year.

44. Section 66 prescribes that officers retired shall be paid at the rate of 2½ per cent of their active duty pay for each year of service, not to exceed a total of 75 per cent. The section also provides that 6 months or more shall be considered a full year in this computation.

45. Section 67 continues existing law relative to the appointment of and term of office of the director and provides that while holding office he shall have the rank and pay authorized in existing law for Army and Navy chiefs of branches and bureaus.

Public Health Service

APPENDIX F PUBLIC HEALTH SERVICE PERSONNEL SYSTEM 1—HISTORICAL

Promotion

1. The U. S. Public Health Service dates back to 1798 on the passage of the Act of July 16, 1798 (ch. 77, 1 Stat. L. 605). This Act authorized the President to nominate and appoint, in such ports of the United States that he might think proper, certain persons to be called "directors of the marine hospital of the United States." Under this authority, the President did appoint medical officers at various ports of the United States, who operated marine hospitals at ports for the care and treatment of sick and disabled American seamen. Officers so appointed were not commissioned.

2. The next legislation affecting the personnel of what is now the Public Health Service, was the Act of June 29, 1870 (ch. 169, 16 Stat. L. 169). This Act authorized the Secretary of the Treasury to appoint a surgeon to act as the supervising surgeon of the Marine Hospital Service. This was the first step to create a corps of medical officers of what is now the Public Health Service.

3. The Act of March 3, 1875 (ch. 156, 18 Stat. L. 485), established the compensation of the supervising surgeon general of the U. S. Marine Hospital Service and provided he should be appointed by the President by and with the advice and consent of the Senate.

4. The Act of Jan. 4, 1889 (ch. 19, 25 Stat. L. 639) provided the method of appointments in the Marine Hospital Service. This Act restricted original appointments in the Marine Hospital Service to the rank of assistant surgeon (1st Lieutenant), and provided that no officer should be promoted to the rank of passed assistant surgeon (Captain) until after four years of service and a second examination, and that no passed assistant surgeon should be promoted to be surgeon (Major) until after due examination. No period of service was fixed for the grade of passed assistant surgeon; nor was there any grade above that of surgeon except the surgeon general. This Act authorized the President to nominate for confirmation by the Senate officers in the Service on the date of the passage of the Act.

5. The period of 4 years' service as an assistant surgeon continued until this period was changed to 5 years by the regulations of the Service promulgated by the President in 1897.

6. The next Act affecting the personnel of the Marine Hospital Service was the Act of July 1, 1902 (ch. 1370, 32 Stat. L. 712), which changed the name of the Service from "The U. S. Marine Hospital Service" to "The Public Health and Marine Hospital Service" and established the grades of the medical officers in the Service as follows: Surgeon general, surgeon, passed assistant surgeon, and assistant surgeon. This Act authorized assistant surgeons general of the Public Health and Marine Service to have charge of the administrative divisions of the bureau of the Service at Washington. The Bill further provided that no officer could be detailed in charge of an administrative division who was below the rank of passed assistant surgeon (captain).

7. The next Act to affect the personnel of the Public Health Service was the Act of Aug. 14, 1912 (ch. 288, Stat. 37 L. 309), which changed the name of the Service from "The Public Health and Marine Hospital Service" to "The Public Health Service." This Act created the grade of senior surgeon, providing that only 10 officers of this grade should be on active duty at one time. This delayed promotion from

the grade of surgeon to the grade of senior surgeon until this restriction was removed by the Act of April 9, 1930.

8. The period to be served as assistant surgeon was changed from 5 years to 4 years, and promotion to the grade of surgeon after 12 years' service was authorized by the Service regulations promulgated by the President in 1913.

9. A Joint Resolution of Oct. 27, 1918 (ch. 196, 40 Stat. L. 1017) authorized the President to appoint and commission officers for duty in the Public Health Service Reserve, to be called to active duty under the terms of commissions issued to reserve officers, which commissions were to be in force for a period of five years unless sooner terminated by the President.

10. The Sundry Civil Act of July 19, 1919, created the grade of assistant surgeon general at large and authorized the appointment of not to exceed 3 officers in this grade. Similar authority was carried in each succeeding annual appropriation act until the Appropriation Act for the fiscal year 1931.

Retirement

11. Paragraph 70 of the regulations of the Marine Hospital Service was made law by Section 2 of the Act of July 1, 1902. This paragraph provided for "waiting orders" (retirement) of officers. The Comptroller has ruled on several occasions that a "waiting orders" status is equivalent to retirement (19 Comp. Dec. 510, Feb. 7, 1931; 21 Compt. Dec. 74, August 14, 1914; memorandum decision by Comptroller General McCarl, Oct. 28, 1922). Since 1920, the Service regulations promulgated by the President have provided that when a commissioned officer reaches the age of 64 he shall be ordered up for physical examination and if a disability incurred in the line of duty is found, the board shall recommend the officer for "waiting orders" (retirement).

II. EXISTING PERSONNEL SYSTEM Promotion

12. The Act of April 9, 1930, authorized the appointment to the commissioned corps, under regulations prescribed by the President, of medical, dental, sanitary engineer, and pharmacist officers. This Act, also authorized the appointment by the President of not to exceed 3 persons in any one fiscal year to grades in the regular corps of the Public Health Service above that of assistant surgeon but not to a grade above that of medical director (colonel). Section 9 of the Act provided that commissioned officers of the regular corps of the Public Health Service, after examination, under regulations approved by the President, shall be promoted according to the same length of service and shall receive the same pay and allowances as are now, or may hereafter be, authorized for officers of corresponding grades in the Medical Corps of the Army, except that—

"a. For purposes of future promotion an officer whose original appointment in the regular corps under the provisions of this Act is in a grade above that of assistant surgeon shall be considered as having had on the date of appointment service equal to that of the junior officer of the grade to which appointed; if the actual service of such officer in the Public Health Service exceeds that of the junior officer of the grade, such actual service not exceeding ten years for a passed assistant surgeon and 14 years for a surgeon shall be credited for purposes of future promotion;

"b. Pharmacists shall not be promoted to the grade of passed assistant surgeon until after five years of service in the grade of assistant surgeon and shall not be promoted above the grade of passed assistant surgeon.

"c. When an officer, after examination under regulations approved by the President, is found not qualified for promotion for reasons other than physical disability incurred in line of duty—

"1. If in the grade of assistant surgeon, he shall be separated from the Service and paid six months' pay and allowances;

"2. If in the grade of passed assistant surgeon, he shall be separated from the Service and paid one year's pay and allowances."

13. Section 10 of the Act removed the limitation imposed by law upon the number of senior surgeons and assistant surgeons general at large. It changed the title "assistant surgeon general at large" to "medical director." This section provided that the Surgeon General of the Public Health Service should be entitled to the same pay and allowances as the Surgeon General of the Army, and that a regular commis-

sioned officer of the Service who served as surgeon general shall, upon the expiration of his service as such, if not reappointed, revert to the grade and number in the regular corps that he would have occupied had he not served as surgeon general.

Retirement

14. Under the Act of April 9, 1930, officers who fail for promotion may be retained in grade or retired as follows:

"If in the grade of surgeon or of senior surgeon, he shall be reported as not in line of promotion, or placed on waiting orders and paid at the rate of 2½ per cent for each complete year of active commissioned service in the Public Health Service, but in no case to exceed 60 per cent of his active pay at the time he is placed on waiting orders."

III. EXISTING PERSONNEL CONDITIONS

15. The existing personnel conditions in the Public Health Service are satisfactory under the present promotion system. This system combines two general features: First, a steady flow of promotion through the various grades of the Public Health Service after serving a definite number of years in each grade; second, the methods of attrition which make it possible to eliminate the inefficient and those not qualified for promotion by reason of unsatisfactory performance of duties or unsatisfactory service record.

16. The promotion system at the present time is fixed periods of years in each grade, as follows:

| | |
|--------------------------|---------|
| Assistant Surgeon | 3 years |
| Passed Assistant Surgeon | 9 years |
| Surgeon | 8 years |
| Senior Surgeon | 6 years |

This has a definite advantage in that an officer can figure his rank and pay for any period of his service life. It is desirable because circumstances cannot delay promotion to a grade; neither can promotion to any grade be advanced, thus causing an excess number of officers in any particular grade. It is both economical to the Government and advantageous to the officer. Where a service contains a small corps of commissioned officers, as is found in the Public Health Service, a too severe percentage limitation upon the grades or a too severe selection system causes the unjust elimination of the most efficient officers along with the inefficient officers. Again, the time promotion system for a service such as the Public Health Service is desirable because there is no steady inflow into the lowest grade such as pertains to the line of the Army and Navy, from graduates of the Military and Naval Academies. Entrance into the low grades of the Public Health Service depends upon two variables: first, resignations, deaths, retirements and forced attrition, and second, upon the additional appropriations granted by Congress for necessary increases in Service personnel. These two factors may operate to provide for a number of officers to enter the Service in one year, and on the other hand, may exclude the entrance into the Service of any officers for an ensuing year.

17. This method of obtaining officers for the entrance grade of the Public Health Service, while it causes slight irregularities in the number of officers to be promoted in any one year, does not tend to permit large humps to occur over a series of years. The methods by which attrition is obtained in the Public Health Service are economical to the Government. If an officer fails to pass the examination, for reasons other than physical disability incurred in the line of duty, for promotion to the grades corresponding to those of captain and major in the Army, he is eliminated from the Service and paid 6 months' and one year's pay and allowances, respectively. No retirement feature is carried for the elimination of unfit officers in the lower grades. For officers who have been 20 years in the service of the Government, the present system of attrition provides that an officer may be eliminated from active duty by retirement and paid at a rate of 2½ per cent for each complete year of active service in the Public Health Service not to exceed 60 per cent of the active pay at the time of elimination; or if the officer is capable of performing the duties of the lower grade but not eligible for promotion, he may be continued on active service in his grade for such period of time as in the opinion of the Surgeon General he can perform the duties of the lower grade satisfactorily.

18. This plan of continuing in the Public Health Service officers capable of performing limited duty is both

served for four years as commandant, shall be by selection upon the recommendation of a board of Coast Guard officers as herein provided. Such board shall be composed of the Commandant of the Coast Guard and at least two other officers of the rank of rear admiral and shall be appointed by the Secretary of the Treasury and be convened at such times as he may direct: Provided, That if the Engineer-in-chief, while so serving, be appointed a rear admiral, all laws as regards rank, pay, and retirement applicable to the grade of rear admiral shall thereafter apply to him.

Section 48. That hereafter all advancements to the grades of lieutenant commander, commander, and captain, and to the grades of commander (engineering) and captain (engineering) shall be by selection from officers of the next lower respective grades upon the recommendation of a board of Coast Guard officers as herein provided. Such board shall be composed of six officers not below the rank of captain and shall be appointed by the Secretary of the Treasury and be convened at such times as he may direct.

Section 49. That the report of the board shall be in writing, signed by all the members, and shall certify that the board has carefully considered the case of every officer eligible for consideration under the provisions of this chapter and that, in the opinion of at least two-thirds of the members of the board, the officers therein recommended should be promoted solely on account of their special fitness and the best interests of the Coast Guard.

Section 50. That each selection board shall recommend for advancement from among those officers who are eligible such number as may be directed by the Secretary of the Treasury, which number shall be the number of the existing vacancies plus the number of the prospective vacancies expected to occur during the ensuing twelve months, if such number of officers be available and eligible for promotion. The names of all officers recommended by the board for promotion shall be placed on a promotion list in the order of their seniority in their respective grades and corps. The report of the board shall be submitted to the President for approval or disapproval. In case any officer or officers recommended by the board are not acceptable to the President, the board shall be informed of the name or names of such officer or officers and shall recommend a number of officers equal to the number of those found not acceptable to the President, and, if necessary, the board shall be reconvened for this purpose. When the report of the board shall have been approved by the President the officers recommended therein shall be deemed eligible for selection for promotion: Provided, That any officers so selected shall, prior to promotion, be subject in all respects to the examination prescribed by law for officers promoted by seniority, and in case of failure to pass the required professional examination, such officer shall be ineligible for advancement unless he is again selected and subsequently passes the required professional examination: Provided further, That officers on the same promotion list shall take rank, when promoted, with one another in accordance with their seniority in the grade from which promoted.

Section 51. That officers whose names appear on a promotion list, as approved by the President, shall retain their eligibility for selection and promotion to the next higher rank until said promotion list is exhausted: Provided, That the Secretary of the Treasury may, in his discretion, with the approval of the President, remove the name of any officer from any promotion list and submit it to the next ensuing selection board for reconsideration and recommendation: Provided further, That no officer whose name has been removed in accordance with the foregoing proviso shall be considered as having been passed over by reason of his name having been so removed therefrom.

Section 52. That in addition to promotion necessary to fill vacancies within the limits prescribed by law commanders who have had thirty years of commissioned service in the Coast Guard shall be eligible for selection to the grade of captain and may be promoted to said grade without regard to the number of captains now authorized by law: Provided, That no officer in the grade of commander or commander (engineering), lieutenant commander or lieutenant commander (engineering), who, on June 30 of the calendar year of the convening of the selection board shall have had less

| Estimated Cost of Plan | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------|---------------------|
| ESTIMATES—ARMY | | | |
| Appropriation | Pay-Personnel Board Report | Estimate for Fiscal Year 1932 | Increase |
| Pay of the Army | \$172,650,703 | \$184,852,404 | \$37,798,299 |
| Arming, Equipping and Training the National Guard | 20,862,448 | 16,933,283 | 3,929,165 |
| Organized Reserves | 5,003,742 | 3,790,714 | 1,213,028 |
| TOTAL | \$198,516,893 | \$155,576,401 | \$42,940,492 |
| ESTIMATES—NAVY | | | |
| Appropriation | Pay-Personnel Board Report | Estimate for Fiscal Year 1932 | Increase |
| Pay, Subsistence and Transportation, 1932 | \$185,111,471 | \$155,367,436 | \$29,744,035 |
| Organizing the Naval Reserve, 1932 | 5,298,584 | 4,394,365 | 904,169 |
| TOTAL | \$190,410,055 | \$159,761,801 | \$30,648,204 |
| ESTIMATE—MARINE CORPS | | | |
| Appropriation | Pay-Personnel Board Report | Estimate for Fiscal Year 1932 | Increase |
| Pay, Marine Corps Regular, 1932 | \$18,892,193 | \$15,740,819 | \$3,152,176 |
| Organizing the Marine Corps Reserve, 1932 | 887,316 | 680,806 | 156,510 |
| TOTAL | \$19,729,511 | \$16,421,125 | \$3,308,686 |
| ESTIMATES—COAST GUARD | | | |
| Appropriation | Pay-Personnel Board Report | Estimate for Fiscal Year 1932 | Increase |
| PAY AND ALLOWANCES, Coast Guard: | | | |
| Commissioned Officers | \$3,078,375 | \$2,226,979 | \$ 851,396 |
| Chief Warrant Officers | 375,150 | 288,148 | 87,002 |
| Warrant Officers | 3,264,800 | 2,691,619 | 573,181 |
| Enlisted Men | 13,289,038 | 11,227,128 | 2,061,910 |
| TOTAL | \$20,007,363 | \$16,433,874 | \$3,575,389 |
| ESTIMATES—COAST AND GEODETIC SURVEY | | | |
| Appropriation | Pay-Personnel Board Report | Estimate for Fiscal Year 1932 | Increase |
| Pay and Allowances, Commissioned Officers | \$934,276.51 | \$674,466.00 | \$259,810.51 |
| TOTAL | \$934,276.51 | \$674,466.00 | \$259,810.51 |
| ESTIMATES—UNITED STATES PUBLIC HEALTH SERVICE | | | |
| Table showing entire cost to the Public Health Service of Pay-Personnel Board rates compared with Estimates for Public Health Service, fiscal year 1932. | | | |
| Appropriation | Pay-Personnel Board Report October 19, 1930 | Estimate for Fiscal Year 1932 | Increase |
| Regular Commissioned Officers | | | |
| Pay, Etc., Commissioned Officers and Pharmacists | | | |
| Active | \$1,858,100* | \$1,217,864 | |
| Waiting Orders | 216,375* | 97,075 | |
| Pay of Personnel and Maintenance of Hospitals | | | |
| Pay of Other Employees | | | |
| Field Investigations | | | |
| Interstate Quarantine Service | | | |
| Pay of Acting Assistant Surgeons | | | |
| Expenses, Division of Venereal Diseases | | | |
| | 2,074,475 | 1,569,733 | |
| Deduct for officers in quarters | 88,860 | | |
| Total Regular Commissioned Officers | \$1,985,615 | \$1,569,733 | \$415,882 |
| Reserve Commissioned Officers (Active) | | | |
| Pay of Personnel and Maintenance of Hospitals | \$170,500 | \$126,645 | \$42,855 |
| Nurses | | | |
| Pay of Personnel and Maintenance of Hospitals | 745,800 | 905,200 | |
| Salaries, Office of the Surgeon General | 7,720 | 6,400 | |
| Preventing the Spread of Epidemic Diseases | 21,600 | 25,400 | |
| Field Investigations | 1,860 | 2,200 | |
| Expenses, Division of Venereal Diseases | 2,840 | 3,960 | |
| Narcotic Farms | 7,560 | 7,500 | |
| Pay of Other Employees | 3,840 | 4,020 | |
| | 792,220 | 954,680 | |
| Deduct for allowances furnished (QSL) | 340,220 | | |
| | 792,220 | 614,460 | |
| Add for quarters allowances new bill | 22,320 | | |
| Total Nurses | 814,540 | \$14,460 | \$200,080(1) |
| Grand Totals | \$2,970,655 | \$2,310,833 | \$659,817 |

*All to be paid from Pay, Etc., Commissioned Officers and Pharmacists beginning fiscal year 1932. (1) Nurses reimburse \$94,830 a year for subsistence which goes into Treasury, Miscellaneous Receipts.

than four years' service in his grade, shall be eligible for consideration by a selection board: Provided further, That lieutenants (jg) shall be eligible for promotion and may be promoted to the next higher grade with regard to the number already in that grade when and not before such officers of the Navy as may be assigned their running mates by the Secretary of the Treasury are promoted to the grade of lieutenant in the Navy.

Section 53. That a constructor after twenty-eight years' commissioned service shall have the rank, pay and allowances of a captain; and a district commander after twenty years' commissioned service shall have the rank, pay and allowances of a commander, and after twenty-eight years' commissioned service shall have the rank, pay and allowances of a captain.

Section 54. That for the purposes of this chapter, the term "passed over," when applied to an officer, shall be construed to mean that such officer, when eligible for consideration for selection for permanent advancement, has failed to be so selected and an officer junior to him in the same rank and corps of the Coast Guard has been selected and permanently advanced.

Section 55. That an officer who has

been considered for selection for advancement to the next higher grade by two selection boards and who while in the same grade, has been passed over by two selection boards, as the reports of said boards have been approved by the President, shall be transferred to the retired list as of the next occurring July 1: Provided, That no officer shall be regarded as having been passed over by reason of the appointment of the commandant or the engineer in chief, or by reason of the appointment to be a rear admiral of an officer who has served for four years as commandant, or by reason of the appointment to be a rear admiral of an officer who, at the time, is serving as engineer in chief.

Section 56. That officers retired pursuant to any section of this chapter shall receive pay at the rate of 2½ per centum of the active duty pay multiplied by a number equal to the total number of years service for which they would be entitled to credit for voluntary retirement, not to exceed a total of 75 per centum of said active duty pay: Provided, That a fractional year of six months or more shall be considered a full year in computing the years of service by which the rate of 2½ per centum is multiplied.

Section 57. That nothing in this

chapter shall be construed to change or modify any of the laws relating to the appointment, promotion, and service of temporary officers of the Coast Guard.

CHAPTER V

Coast and Geodetic Survey

Section 58. That the total number of commissioned officers of the Coast and Geodetic Survey as now is or shall hereafter be authorized by law be distributed in ranks in the proportion of one hydrographic and geodetic engineer with the rank of rear admiral, to four hydrographic and geodetic engineers with the rank of captain to eight hydrographic and geodetic engineers with the rank of commander, to fifteen hydrographic and geodetic engineers with the rank of lieutenant commander, to thirty hydrographic and geodetic engineers with the rank of lieutenant, to forty-two junior hydrographic and geodetic engineers with the rank of lieutenant (jg) and aids with the rank of ensign, inclusive: Provided, That hereafter advancements to all ranks prescribed herein shall be made by the President by and with the advice and consent of the Senate: Provided further, That officers with the rank of lieutenant (jg) who have completed a total of ten years commissioned service shall be eligible for promotion and may be promoted to the rank of lieutenant without regard to the limitation on the number of lieutenants prescribed herein: Provided further, That the total limitation of 72 per centum in the rank of lieutenant, lieutenant (jg) and ensign shall not be increased by reason of such promotion: And provided further, That until July 1, 1941, officers with the rank of lieutenant (jg) shall not be eligible for promotion to the rank of lieutenant until they have completed ten years of commissioned service. Upon the completion of ten years of commissioned service they shall become eligible for promotion and the percentages prescribed herein for the ranks of lieutenant, lieutenant (jg) and ensign shall be varied accordingly as necessary with the total number limit of 72 per centum for those ranks prescribed herein.

Section 59. That at least once a year and at such other times as may be necessary the Secretary of Commerce shall appoint and convene a board of not less than five officers not below the rank of commander on the active list of the Coast and Geodetic Survey. Such board shall prepare and maintain a lineal list on which the names of all officers on the active list be arranged in such order as it may determine and shall make the selections and recommendations for the promotion of officers as herein prescribed, and hereafter all promotions to the ranks of lieutenant commander and above of the Coast and Geodetic Survey shall be by selection only from the next lower respective ranks upon the recommendation of the aforesaid board of officers as herein provided; promotions to the rank of lieutenant shall be from the next lower rank in the order in which the names appear on the lineal list, and promotions to the rank of lieutenant (jg) shall be made upon the completion of three years service in the rank of ensign.

No member of the board shall take any part in the deliberations of the board when the case of an officer of his own or a higher rank is being considered for promotion.

Each report of the board shall be in writing, signed by all of its members and shall certify that the board has carefully considered the case of every officer eligible for consideration for promotion under the provisions of this law, and that in the opinion of the majority of that part of the board

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which has considered the eligibles in any ranks, the officers recommended are best fitted of all those under consideration to assume the duties of the next higher rank.

Each report of the board shall be submitted to the President for approval or disapproval. In case any officer recommended by the board is not acceptable by the President, the board shall be informed of the name of such officer and shall recommend a number of officers equal to the number of those found not acceptable and, if necessary, shall be reconvened for this purpose. When the report of the board shall have been approved, the officers recommended therein shall be deemed eligible for promotion to fill vacancies in the next higher ranks, and when made the promotions shall be effective from the date of the occurrence of the respective vacancies.

Section 60. That the officers with the rank of rear admiral authorized in Section 58 shall receive the pay of a brigadier general.

Section 61. That the names of all officers recommended for promotion to the next higher rank by the report of the selection board as approved by the President shall be placed on a promotion list and except as otherwise provided in this section, shall not be considered again for the next higher rank by any subsequent selection board. Promotions to fill vacancies in the ranks of lieutenant commander and above shall be made from officers of the next lower rank whose names appear on said promotion list: Provided, That the Secretary of Commerce may, in his discretion with the approval of the President, remove the name of any officer from said promotion list and submit it to the next ensuing selection board for consideration and recommendation. If recommended for promotion by said board and approved by the President, the name of such officer shall be replaced on the promotion list in the position from which removed, without prejudice, by reason of its having been temporarily removed therefrom. If not recommended by said board, such officer shall be subject to involuntary retirement, as provided later herein, under the same conditions in all respects as though his name had not previously been placed on the promotion list. If the name of any officer shall be removed from the promotion list of officers in any rank and submitted to another board as herein provided, the number furnished said board by the Secretary of Commerce to be recommended for promotion to the next higher rank shall be increased accordingly.

Section 62. That each selection board shall recommend for promotion from among those officers who are eligible such number as may be directed by the Secretary of Commerce which number shall be 10 per centum of the authorized number of officers in the ranks to which promotions are to be made as determined by the existing computation, and in addition thereto, a number which shall be equal to the number, if any, of vacancies then existing and which may occur on or before July 1 in said rank in excess of the number of officers in the next lower rank on the promotion list provided for in Section 61: Provided, That the number of officers with the rank of captain on the promotion list in excess of the number of vacancies then existing and which may occur in the next higher rank on or before July 1, as aforesaid, shall not exceed three.

Section 63. That except as provided in Section 65, officers with the ranks of captain, commander, lieutenant commander and lieutenant who shall not have been recommended for promotion to the next higher rank by the report of the selection board as approved by the President prior to the completion of thirty-five years for captains, twenty-eight years for commanders, or twenty-one years for lieutenant commanders and lieutenants, of service in the Coast and Geodetic Survey, as allowed in the Act of June 10, 1922 (42 Stat. 625); U. S. C. 37:4 for the computation of pay, shall be ineligible for consideration by a selection board, and until July 1, 1941, any officer in the rank of lieutenant commander or lieutenant shall likewise be ineligible for consideration who on June 30 of the calendar year of the convening of the board shall have had less than eighteen or thirteen years' service respectively: Provided, That on and after July 1, 1941, no officer with the rank of captain or below shall be eligible for consideration who on June 30 of the calendar year of the convening of the board shall have had less than four years' service in his rank.

Sec. 64. That except as provided in Section 65, all officers who are not on the promotion list and who after com-

pletion of the designated periods of service as prescribed for their respective ranks become ineligible for consideration by the selection board in accordance with this chapter shall be transferred to the retired list of the Coast and Geodetic Survey: Provided, That all transfers to the retired list pursuant to this chapter shall be made as of the next ensuing July 1 and the resulting vacancies shall be regarded as occurring on that date.

Section 65. That when the number of involuntary transfers in any fiscal year from any rank to the retired list pursuant to this chapter would otherwise exceed one-seventh of the authorized number in the rank next above as determined by existing computations, the selection board may designate by name any or all of such excess of officers for retention on the active list until the end of the next fiscal year. Officers so designated shall retain their eligibility for selection and promotion during said year. If not recommended for promotion or not again designated for retention on the active list, they shall be transferred to the retired list in accordance with the provisions of this chapter.

Section 66. That officers retired pursuant to any section of this chapter shall receive pay at the rate of 2½ per centum of their active pay multiplied by a number equal to the total

number of years of service for which they would be entitled to credit for voluntary retirement not to exceed a total of 75 per centum of said active duty pay: Provided, That a fractional year of six months or more shall be considered a full year in computing the number of years of service by which the rate of 2½ per centum is multiplied.

Section 67. The Director shall be appointed and hold office as now authorized by law, his appointment shall not create a vacancy and while holding said office he shall have the rank and pay of a Chief of Bureau of the Navy Department.

CHAPTER VI PUBLIC HEALTH SERVICE Public Health Service

Section 68. That hereafter commissioned officers of the regular corps of the Public Health Service shall be promoted according to the same length of service as is now or may hereafter be prescribed for officers of the corresponding grades in the Medical Corps of the Army and shall be subject to the same statutory provisions governing retirement of officers of the said corps: Provided, that at any one time there shall not be more officers in the combined grades of medical director and senior surgeon than 25 per centum of the maximum aggregate number of commissioned officers in the Public

Health Service: Provided further, that for officers appointed to the Public Health Service under provisions of Sections 5 and 7 of the Act of April 9, 1930 (46 Stat. 150) the service to be counted for purposes of promotion and retirement shall be of the same character or classes authorized to be counted in said Act: And provided further, That commissioned pharmacists shall continue to be promoted as prescribed in Section 9 of the said Act of April 9, 1930.

Section 69. That officers appointed under Section 7 of the said Act of April 9, 1930, shall be carried as extra numbers in the grade to which appointed or to which they may be promoted, and shall be subject to the retirement provisions set forth in Section 8 of the said Act.

Section 70. That there is hereby established in the Public Health Service the commissioned grade of senior medical director with rank corresponding to that of brigadier general in the Army: Provided, That there shall not be more than one officer in this grade at any one time or active duty.

Section 71. That nothing herein contained shall be deemed to repeal any of the provisions of Section 9 of the said Act of April 9, 1930.

(Sections 71 to 79 the general provisions, were printed in the Army and Navy Journal of Jan. 3, 1931.)

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